

# Alice Pescuric



## Key Capabilities and Experience

Alice has more than 25 years of experience in the field of Human Resources, which she acquired during her tenure in both consulting organizations and private industry. She is currently an independent consultant focused on the areas of leadership, organizational development, strategic planning and executive assessment and coaching.

## Prior Experiences

Prior to her current role, Alice was with Development Dimensions International (DDI), based in Pittsburgh, where she served as a senior vice-president and member of the executive committee. While leading several business units and practice areas, Alice spearheaded and launched over 20 new products including award-winning initiatives in the areas of leadership and executive development. She also drove the use of electronic learning technologies including DDI's first intranet-based leadership development system.

Prior to DDI, Alice held a variety of line, staff and senior HR roles in the retail industry. There she held positions including director of training and development, director of executive recruitment and development, and director of HR planning and succession management.

She is a Certified Behavioral Assessor and a member of the American Society for Training and Development. She has served on the editorial board of Training and Development magazine. She has been frequently quoted on leadership and development topics and has had several articles published in *Training*, *Training and Development* and *Human Resource Executive* magazines.

## Client Experience

Alice has consulted with clients in the areas of manufacturing, service, state government, technology and health-care and health-care related industries, including companies such as Vanguard Financial Services, Hershey Foods Corporation, Michelin, the University of Pittsburgh Medical Center (UPMC), Tenet Health-care and SmartForce: the E-learning company. She has delivered workshops on strategic planning for private and public organizations, including the State of Michigan. She recently led a senior team of a 400-store international restaurant chain through a strategic planning retreat. As a former senior vice-president of a privately held \$110 million organization, she participated in and led strategic planning efforts.

She has expertise in the design, development and delivery of training programs in the areas of leadership, employee development and performance management. Her executive development expertise includes the implementation of various assessment methodologies to determine executive potential, and providing developmental feedback and coaching to candidates in senior management succession planning pools.

As an executive coach, her background and experience provides the insight, perspective and experience necessary to provide consulting to senior-level executives of large organizations. She is an excellent project manager, with an ability to keep the focus on the attainment of the vision, while attending to the details that make an implementation successful.

In the area of training and development, Alice possesses superb stand-up skills, and sound understanding of instructional design technology. She also brings her clients expertise beyond program design, in the areas of overall system design and internal/external marketing.

## Contact Information

Alice Pescuric on [LinkedIn](#).