

Stan Cooper



Stan has over 30 years of experience as an internal and external consultant focusing on leadership development, talent management and organizational effectiveness. His experience includes coaching executives to develop critical leadership skills; conducting individual leadership assessments as well as participating in formal group assessment centers; assisting new executives who are integrating into new organizations or positions; working with senior leadership teams to align the team in a common direction with common objectives and to develop team and individual skills as well as designing structures for enhancing team effectiveness; developing leadership competencies; structuring systems and processes for developing high-potential leadership talent; performing organizational effectiveness assessments; developing and implementing change management initiatives; and conducting a wide variety of management/leadership training programs for leaders at all levels. Stan has also had extensive experience working with international leadership teams at both the regional and country levels, particularly in Latin America.

In more than 20 years as an external consultant, Stan has provided assistance to many Fortune corporations and others including: ADP, Arrow Electronics, American Express, AT&T, Aetna Health Plans, Bayer, Bristol Myers Squibb, Corning, Inc., Direct TV, Federal Reserve Bank of NY, General Electric, GlaxoSmithKline, Household International, HSBC, New York Stock Exchange, Pearson Publishing, Saint Vincent Catholic Medical Centers, Seiko US, Time Warner Cable, Verizon and Yale University. In addition to his work with public companies, family owned businesses, and not for profit organizations Stan has assisted a number of professional services firms in the disciplines of law, public accounting and venture capital. Projects with professional services firms included coaching the Managing Partner for a major international law firm and providing assistance in the merger of major public accounting firms, and team building for the partners of a venture capital firm.

His corporate experience includes serving as Director of Management Development and Organization Development at Combustion Engineering Corporation; Manager of Management Development with Union Carbide Corporation; and training and development positions with Chase Manhattan and Citibank

Stan earned a B.A. degree from Queens College in Economics and has an M.B.A. from Long Island University in Organizational Management. He has taught graduate-level courses at Rutgers University School of Business, and has been on the adjunct faculty at the Iacocca Institute of Lehigh University. Stan is certified in a number of assessment tools including the Hogan HDS, HPI and MVPI instruments, DiSC personality style instrument, MRG's Leader Effectiveness Analysis (LEA) 360 assessment instrument, Healthy Companies' Healthy Leader Assessment, Sayville WAVE Leadership survey, and the Thunderbird Global Mindset Inventory.