

RAMON (RAY) M. HENSON, Ph.D.

CONTACT INFO

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EDUCATION

- 1967 – 1973 Ph.D., Industrial and Organizational Psychology
University of Michigan, Ann Arbor, Michigan
Dissertation: *Effects of Instructions and Verbal Modeling in a Survey Interview Setting.*
- 1961 - 1966 B.S., Accounting
B.A., Social Science
De La Salle College, Manila, Philippines (*Magna cum Laude*, Dean's List)

CERTIFICATIONS

- Licensed Psychologist, New York State – License #007291-1 (through 2021)
- Hogan Assessment Systems Certified Assessor (Successfully completed certification through two workshops – Fundamentals of Assessment in 2007, and Advanced Assessment in 2008)
- 360-Leadership Practices Inventory

TEACHING ASSIGNMENTS (Graduate MBA, Executive MBA, Executive Education, and the International Executive MBA Program) - USA: New Brunswick and Newark campuses; ex-USA: Shanghai, Singapore.

Courses taught: Business Strategy, Executive Leadership, Global Leadership, Human Resources Management, International Business, Organizational Behavior, Team Development, Cross-Cultural Management.

Designed and delivered a Multi-Generational Leadership program for the Executive Education program of Rutgers Business School: created curriculum, identified faculty, delivered two modules.

Regular instructor for the Leadership module - RBS's Mini-MBA Program.

BUSINESS EXPERIENCE

- 2008-present **President**, Henson Consulting International, NJ
Provide consulting to organizations in the areas of organization design, executive coaching, succession planning, and cross-cultural and global leadership.
- 2008-present **Consulting Partner**, Organisation Solutions PTE LTD, Singapore
Senior consultant for Singapore-based boutique consulting firm providing services to global clients on creating and executing business strategies, strategic organization designs, and building leadership and functional capabilities.
- 2008-present **Consulting Associate**, Center for Organizational Design, Denver, CO
Member of consulting firm providing organizational and HR consulting services to private and public organizations.

- 1997-2007 Merck & Co., Inc., Whitehouse Station, NJ
Senior Director - Organization Development (2006-2007)
 Responsible for guiding global staff functions (Finance, Legal, Public Affairs, Distribution, Shared Services, etc.) in redesign and functional transformation to achieve greater efficiency and effectiveness.
- 1986-2007 Director, Avon Products Inc., New York, NY
Director, Global Organization Effectiveness (1993-1997)
 Designed and implemented key HR programs worldwide, including performance management, competency modeling, leadership development, assessments, coaching and 360 feedback, global opinion surveys, and organization design.
- 1982-1986 Vice President, Merrill Lynch Inc., New York, NY
Vice President, Management and Organizational Development
 In charge of department providing internal consulting support to the retail, capital markets, and operations sectors of the corporation. Managed a staff of 8.
- 1978-1982 Vice President, Citibank, New York, NY
Vice President, Training and Development
 Responsible for design and development of corporate-wide leadership development programs and for corporate-wide attitude survey programs. Managed a staff of over 20.

PROFESSIONAL ASSOCIATIONS

Member, Society for Industrial and Organizational Psychology
 Member, American Psychological Association

PROFESSIONAL ACTIVITIES AND SERVICES

Previous member, Membership Committee, Society for Industrial and Organizational Psychology
 Previous member of the Workshop Committee, Society for Industrial and Organizational Psychology
 Previous Chair of the International Committee, Society for Industrial and Organizational Psychology
 Previous member of the Mayflower Group (consortium of corporations collaborating on employee survey strategies), representing Citibank
 Previous member of the Center for Creative Leadership Research group (consortium of corporations collaborating on research on executive development), representing Merrill Lynch
 Previous member of the Editorial Board, *Group and Organization Studies*

RECENTLY CITED MEDIA REFERENCE

Quoted in Bloomberg Business Week ("Eight Management Lessons from the Mishandled New York Times Firing," May 20, 2014).

VOLUNTARY/PRO BONO WORK

Invited speaker for Filipino-American leaders, Philippine Consulate of New York, 2012-2013.
 President, Friends of the Manville Library Organization, Manville NJ, 2014-2016.
 Committee Co-Chairperson, Canal Walk Development Community, Somerset, NJ., 2015-2017
 Volunteer mentor for the Central New Jersey chapter of SCORE, 2020-present

RECENT AWARDS

My book, *Successful Global Leadership: Frameworks for Cross-Cultural Managers and Organizations* (published by Palgrave Macmillan in 2016), has won two book awards. It was a bronze-medal winner in

the International Business category of the 2017 Axiom Book Awards (<https://lnkd.in/dNgvAKt>) and was one of five finalists in the 2017 International Book Awards competition (<https://lnkd.in/dqtNxCG>).

My blog (<http://hensonconsultinginternational.blogspot.com/>), where I write about organizational behavior and global management topic, was recently named by both onlinemba.com (<http://www.onlinemba.com/blog/the-50-best-blogs-by-business-professors/>) and creditdonkey.com (<https://www.creditdonkey.com/business-professor-blog.html>) as one of the top business professor blogs.

RECENT BOOKS AND SELECTED PAPERS AND PUBLICATIONS

Henson, R. (2016). *Successful Global Leadership: Frameworks for Cross-Cultural Managers and Organizations*. New York: Palgrave Macmillan.

Henson, R. (2012). Industrial-organizational psychology and strategy **are** integrated in practice. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5(1), 82-86.

Henson, R. (2011). Five steps in winning the war for talent. *American Chamber of Commerce (Shanghai) HR Publication*, 26-29.

Henson, R. (2009). Key practices in identifying and developing potential. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2 (4), 416-419.

RECENT PRESENTATIONS, TALKS AND WORKSHOPS

Have conducted workshops on team-building, global leadership, multi-generational leadership and related topics with various multinational corporations and other institutions as well as non-profits over the past decades.

Making Matrix Management Work. (2010). Chairperson of Symposium presented at the Society of Industrial and Organizational Psychology 25th Annual Conference, Atlanta, Georgia.