

Pamela J. Nieroth

Lominger International Associate Penny Nieroth is President of Learning By Design, Inc., in Fairfield, CT. Her consulting spans the design, implementation and facilitation of successful action learning and training programs, the facilitation of intact work groups and cross-functional teams in problem-solving, team-building, process mapping and change efforts, and an executive coaching process which provides 360° feedback.

Current and recent clients include Lehman Brothers, American Express, Citigroup, Itochu International, Fairchild Publishing, Ford Motor Company, Purdue Pharmaceutical, Altria (formerly Philip Morris) and Kraft Foods International, JP Morgan Chase, Prudential, and General Electric. Within GE, she has worked with current and former operating divisions such as Kidder Peabody, Corporate Research and Development, GE Capital, Corporate Environmental Programs, Aerospace, and Motors. Penny also designed and taught a career development program for the Center for Creative Leadership.

At General Electric's Management Development Institute campus in Crotonville, N.Y., she worked from 1985 to 1998 with the New Manager Development Course as a course designer, faculty liaison and workshop facilitator. She has coached senior executives in the Change Acceleration Process, designed and facilitated the Corporate Entry Leadership Conference for new hires, and was involved in the early stages of GE's well-known Work-Out © effort. Within GE Capital she has developed programs based on "CAP," introducing large numbers of people to the change model and tools, and a supplier management program focused on influence and analysis skills. She also worked extensively with the Office of the Controller. One project focused on the reengineering of the year-end external reporting process and planned its implementation in the U.S. and Canada, an 18-month assignment. She has completed executive coaching assignments in several GE Capital businesses, as well.

A particular area of focus has been developing new managers. She designed a course for new managers across the Altria (Philip Morris) Companies, which included training line managers in the U.S. and human resource professionals in Central and Eastern Europe to facilitate the program. She has, for the last ten years, taught the program in Vienna for Central and Eastern European managers. She was instrumental in designing an action learning program for new managers in Ford Motor Company, including training line managers from across the United States and Western Europe to deliver the content, coach participants and evaluate action learning projects.

Additional information on her background and projects can be found on the Learning By Design website, at www.learningbydesign.net.

Penny was previously Manager of Training Programs at Pepsi-Cola Company. She also directed the Career Development and Off-Campus Education Program at the College at Purchase, State University of New York.

Penny received a B.S. from Georgetown University and a Master's degree in Higher and Adult Education from Columbia University. She speaks French, has studied Italian, Russian, Spanish and is currently attempting to teach herself German.

You can reach Pamela via the Lominger International website at www.lominger.com or at

5950 Maple Ridge Trail
PO Box 358
Oakley, UT 84055
435-783-5133
pnieroth@earthlink.net