

## **SANDRA L. SHULLMAN**

Lominger International Associate Sandra L. Shullman is managing director, Columbus Office, Executive Development Group, LLC, an executive leadership and executive education consulting firm. Her firm helps high-level executives or those designated for movement into high-level executive positions prepare for success in broad, challenging leadership assignments.

They help organizations design and implement executive development and education processes, build competency models, and create leadership, team and organizational change strategies. Sandy also provides executive coaching, multi-rater feedback processes, diversity management consultation and executive assessment-for-development services.

Sandy has over 25 years of executive development experience working with major regional, national and multinational for-profit and nonprofit organizations. She previously served as director of managerial effectiveness programs for the Center for Creative Leadership.

She consults with senior management in the areas of leadership development and education, executive coaching, performance management, team development, diversity management and organizational development.

Sandy works with senior management groups to create talent management processes aimed at effective succession and career development of future organizational leaders. Clients are primarily in financial services, high tech, manufacturing and health care.

Sandy has chaired the Executive Coaching Work Group for the American Psychological Association and has authored book chapters and articles about executive coaching, diversity management, consulting competencies and forensic assessment of discrimination and harassment. She is the co-author of the management book Performance Appraisal on the Line. Sandy has developed and presented a variety of programs nationally and internationally in areas such as performance management, women's leadership development, executive coaching skills, executive development and team-based strategies.

She is a frequent presenter at national conferences, speaking about her work in the areas of coaching and executive development. She also serves as a faculty member for the Diversity Management Program at Cleveland State University.

Sandy holds a master's degree from Harvard University and a PhD in psychology from The Ohio State University. She is a Fellow of the American Psychological Association.

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