



Deborah Ferro Burke, PhD

Senior Organization Consultant, Coach, Former GE HR Manager
Lenox, Massachusetts | Management Consulting

Current **Mentor/Instructor, UPOP, Gordon-MIT Engineering Leadership Program at Massachusetts Institute of Technology**
Senior Consultant at Culture Change Consultants
Principle Consultant at Berkshire Institute for Action Learning

Past Visiting Lecturer at SUNY Levin Institute China Management Program
Consultant at General Electric HR Solutions
Associate Professor at Rensselaer Polytechnic Institute

Education Fielding Graduate University
Columbia University
Smith College

Recommendations **6** people have recommended Deborah Ferro

Connections **282** connections

Websites The Berkshire Institute for Action Learning

Public Profile <http://www.linkedin.com/in/deborahferroburke>

Summary

Former GE manager of Crotonville programs and initiator of Work-Out in two GE businesses. 20 years experience in consulting with C-Suite leaders and teams around leadership, culture and high-stakes decision-making for individuals, teams and enterprises. I provide strategic organizational consulting and confidential personal coaching for leadership and business performance, using organization culture to enact corporate values for personal and business success.

Specialties

Consulting for productivity and effectiveness, high-stakes decision-making, leadership coaching, team development, organizational learning & development, culture change, mentoring, change management. Knowledge of Italian, French and Spanish languages.

Experience

Mentor/Instructor, UPOP, Gordon-MIT Engineering Leadership Program

[Massachusetts Institute of Technology](#)

2006 – Present

Coach MIT undergrads in personal development and teamwork at week-long workshops. Provide guidance to UPOP staff and faculty to enhance student experience. Work with other mentor/instructors to deliver this excellent, high-energy, high-involvement learning experience at MIT. It is the world's premier program of its type.

Senior Consultant**Culture Change Consultants**

1992 – Present (20 years)

Lead enterprise-wide culture change efforts focused on safety and quality at Fortune 50 companies, including CNA Insurance and GE Energy. Coach executives, establish and foster grassroots teams, identify and guide location-specific projects globally.

Principal Consultant**Berkshire Institute for Action Learning**

1990 – Present (22 years)

The Berkshire Institute has a two-decade track record of using action learning approaches with leaders and their organizations to make good decisions, build strong teams and develop people. We have facilitated key meetings during critical business changes, mergers and IPOs in Fortune 50 companies, universities, service organizations and government groups. We have designed change programs on quality, safety, culture and teamwork and delivered them globally throughout large companies. We have also provided confidential and thoughtful coaching to seasoned and fledgling leaders at key inflections points in their careers. Key clients include GE (Energy, Plastics), CNA Insurance, Toyota (America), General Motors (Canada), Six Sigma Academy, Harvard University and Simmons Graduate School of Management.

Visiting Lecturer**SUNY Levin Institute China Management Program**

2005 – 2006 (1 year)

Consultant**General Electric HR Solutions**

1998 – 2002 (4 years)

Facilitated strategic meetings between GE and customers, acquisitions and technology partners; consulted in organization and leadership in GE businesses and client companies; developed and led train-the-trainer sessions for Change Acceleration Process (CAP), presentation skills, team work, and managerial coaching.

Associate Professor**Rensselaer Polytechnic Institute**

1996 – 2002 (6 years)

Taught management and organization systems to MBA and Executive Program students at the Lally School of Management and Technology. Served on dean search committee and campus integration task force.

Human Resources Manager**General Electric**

1984 – 1998 (6 years)

At Crotonville, developed and delivered CELC II for professionals with 5 years experience, residential week-long mini-MBA based on GE values. Also developed and delivered the first Business Management Course action learning cases. Developed and delivered the first Work-Out session in the company in the Corporate Audit Staff, and was Work-Out manager for GE Industrial and Power Systems. Was HR manager for the Corporate Audit Staff, and had recruiting and communication and organization assessment roles in Defense Systems. Completed Relations Management, Advanced Human Resources, Union Negotiation and Communications programs. Worked on several company-wide task forces on leadership development, action learning and communication. Won corporate communication award of excellence for orientation video for new engineers.

Volunteer Experience

Town of Lenox Affordable Housing Committee, Founding Member (2008 – Present)
Lenox Affordable Housing Corporation (501-c3 advocacy group), Founder (2008-Present)
United Cerebral Palsy Berkshire Advisory Board (1996-Present)
Smith College Alumnae Survey (2008)
Natural Resources Damages Fund, Volunteer Review Task Force, Member (2006)
Town of Lenox Economic Development Committee, Member (1996)
Literacy Network of South Berkshire, Tutor, Board Member & 3-term Chair; Member of Finance Committee (1992-2007)

Publications

The GE Work-Out

McGraw-Hill | 2002

Authors: Dave Ulrich, Steve Kerr, Ron Ashkenas

Contributed to this book as a member of the founding Work-Out team at GE. I am the first GE manager to participate in publishing a major book on Work-Out, GE's ground-breaking change methodology.

Certifications

Emotional Intelligence EQ-i 2.0 (Bar-On, MHS)

Myers-Briggs (CAPT)

Influence (The Forum)

Education

Fielding Graduate University

PhD, Human and Organization Systems

Dissertation: "Looking for interrelationships in business practice and management theory"

Columbia University

MBA, Management of Organizations

Smith College

AB, Government