



Lawrence P. Clark, Ph.D.

Larry Clark Group, LLC

An Independent Master Korn Ferry Associate

An Independent Master Lominger Associate

For over 35 years, Dr. Clark has been a consultant to businesses, government agencies, educational institutions, and private research corporations. He has extensive experience with change management, management assessment, design/implementation of executive development programs, organizational development, and organizational research. In 1981 Dr. Clark created the first ever feedback report for managers using management competencies. Since that time he has coached over 2000+ executives and managers.

For nearly 20 years, both as a client and a Lominger Associate, he has been involved in the research and development underpinning Lominger products (viaEDGE, VOICES and CHOICES among many others).

Dr. Clark's areas of experience include implementing talent management systems, strategic HR processes, competency modeling, executive assessment and coaching, identifying high potentials, and the use of quantitative analysis to solve talent management issues. He is also certified in Korn/Ferry's Decision Dynamics assessment.

Prior to becoming a Korn Ferry and a Lominger Associate, Dr. Clark created and managed The Korn/Ferry Institute. During his time as Director, the Institute produced two books and more than 30 whitepapers on talent management.

Before joining Korn/Ferry, Dr. Clark was an Assistant Vice President at New York Life where he was responsible for executive and organization development. In that role he provided executive coaching and talent management consulting to senior executives.

Prior to joining New York Life, Dr Clark was Vice President of W. Warner Burke Associates, Inc.

Dr. Clark has written many articles, book chapters, and three books. He has been published in the *Harvard Business Review* and *People & Strategy* among other journals. He has given numerous professional presentations at national and regional conferences. Dr. Clark is a member of the American Psychological Association, a past member of the Academy of Management, and spent 10 years on the editorial board of *Human Resource Management Journal*. He has been a member of the faculty of Syracuse University, Columbia University, and Columbia Business School's Executive Education Programs.

Dr. Clark has a master's degree and Ph.D. from Syracuse University's Maxwell School, and post-doctoral fellowship in Organizational Psychology from Columbia University. He also has a bachelor's degree in psychology from Swarthmore College.

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