

# DENNIS TIRMAN

**Professional Experience:**

37+ years

**Consulting Experience:**

27+ years

**Preferred industries:**

Consumer Products, Health Care, Human Resource Consulting, Financial Services, Pharma, Fresh Food, Petrochemical, Managed Care

**Areas of Specialty:**

Executive Coaching, Leadership Development, Strategic Organization Design, M&A Planning and Integration, Organization Development, Strategy Implementation & Execution, Team Development, Change Management, Talent Management

**Representative Clients:**

Catholic Health Partners  
CenturyLink  
Chiquita Brands  
Choice Care Humana  
Hershey's  
International Paper  
Johnson Controls  
Kraft Foods  
McDonalds Corporation  
MDS Inc.(Canada)  
Mercer Human Resources  
Northern Kentucky University  
Novartis  
Pfizer  
Quest Diagnostics  
Sara Lee  
Siemens Medical  
SuperValu Supermarkets  
Synovate  
Time Warner  
UBS Financial Services  
Washington Mutual

Dennis has 25 years of experience of successfully engaging executives to understand and achieve individual and organization change. The hallmark of Dennis's coaching and consulting is helping Senior Leaders to create organizations that inspire and execute. Through his career Dennis has coached executives from around the globe and in multiple industries. The ultimate goal of his work is to support clients to reach and surpass business goals while increasing levels of individual and team performance, capability and vitality.

Dennis was formerly a Partner with Mercer Delta Consulting, where along with Executive Coaching work, was practice leader for the integration of mergers and acquisitions. Dennis has also held the positions of Director of Leadership and Organization Development at Chiquita Brands International and Senior Consultant positions for the Rohm and Haas Company, and Automatic Data Processing. Prior to joining Mercer Delta, Dennis operated his own consulting business where his clients have been CEOs, their executive teams, and high potential leaders.

Dennis holds an MS in Organization Behavior from the American University. He serves on the advisory board and as Adjunct Faculty for the ELOC Masters Program within the Haile/US Bank College of Business at Northern Kentucky University. He has lectured at Columbia University Teachers College and has presented at the Conference Board in NY. Dennis has contributed to works on Executive Leadership, most notably, "Relationships that Enable Enterprise Change."

Dennis lives in Newtown, Ohio with his wife Joan. While not working, Dennis enjoys hiking, professional and amateur sports, and live theater.



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