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SHELLY FUNDERBURG, PH.D.

Shelly Funderburg, Ph.D. is Vice President, Principal Consultant for the Americas East region of Right Management. She has been with Right Management since 2006 and serves as a Right Management Global Subject Matter Expert on Talent Assessment.

Consulting Experience

Shelly's areas of expertise include: candidate attraction, leadership assessment and development, succession management, and organizational assessments. Her focus is on aligning human resources strategies with business strategy to ultimately drive organizational and individual success.

Shelly's consulting practice has focused on partnering with organizations to attract and create world-class talent, assess and develop leaders to maximize their effectiveness and prepare them for new roles, and using organizational engagement data to make critical talent management decisions. She has developed performance management systems, employee on-boarding programs, competency models for all organizational levels, and hiring programs for leaders and executives. She has also facilitated executive level talent reviews, created succession programs, and designed executive coaching programs.

Shelly's clients represent many industries including automotive, financial, technology, pharmaceutical, insurance, healthcare, manufacturing, and government. Her clients have required development and delivery across the Americas, Europe, and Asia Pacific. She served on the Advisory Council of the IC3 certification program. Shelly has remained active in the academic setting by working as an adjunct professor at the University of Akron, Otterbein College, and Wittenberg University.

Her research publications appear in *Organizational Behavior and Human Decision Processes*, *Journal of Applied Social Psychology*, and *Group and Organizational Studies*. Shelly has been cited on a variety of topics in *HR Magazine*, *HR Executive Magazine*, *American Executive*, *Continental Airlines* magazine, and *Fortune Small Business*.

Business/Organizational Leadership Experience

Prior to joining Right, Shelly spent several years working in the energy industry and served as an Organizational Consultant for SHL. She also has over ten years experience as Director of Hiring Solutions at Manpower. Shelly and her team at Manpower developed tools and solutions that helped companies with a variety of human resources issues such as outsourcing, staffing, and training and development. She had responsibility for deploying the tools across the globe and spent significant time in Europe, Asia, and the Middle East.

Education and Training

Shelly earned her Ph.D. and an M.A. in Industrial/Organizational Psychology from the University of Akron, Ohio; and a B.A. in Business Administration and Psychology, from Wittenberg University, Ohio. Professional Affiliations include: American Psychological Association (APA), and Society for Industrial and Organizational Psychology (SIOP).



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