

**Michael Dean**  
**Managing Partner / Executive Coach**  
**Trans-Form LLC**



Michael Dean recently served as the Senior Vice President of Human Resources at Harvard Management Company. He led the implementation of the HMC talent management strategy from 2011 to 2015. In this role he established a number of organizational and leadership development practices that have enabled HMC to advance its talent management strategy. Prior to HMC he was Managing Partner of Trans-Form LLC for sixteen years. This successful management consulting start-up was responsible for major transformational programs for a number of leading global financial service firms. These change programs required his depth of experience in managing process innovation and organizational change resulting from mergers, acquisitions or corporate restructuring. Mike returned to Trans-Form LLC this past year and restarted his consulting practice.

Mike is considered an expert in implementing Program Management processes at the strategic and execution levels. His clients are some of the largest global financial services firms. His work required many long term assignments in Europe and Asia.

With over thirty years in Human resources, Program Management, Organizational Development, and Change Management, Mike has deep knowledge and experience in business process improvement and organization effectiveness strategies. His areas of specialty include talent development, global sourcing, integration programs, high performance work systems and executive coaching. In addition he is a certified Lean Sigma Black Belt.

Prior to joining Trans-Form, Mike served as the Head of Organizational Development for Salomon Brothers in Tampa Fl. While leading the Organizational Development team, he implemented numerous high performance work systems and innovative organization change initiatives. During his tenure with Salomon Brothers, Mike was responsible for the successful completion of a number of cultural transformation projects, including the redesign of the Reward System, the design and implementation of high performance work teams, and the implementation of the "Foundation Training" program. He was also recognized as being instrumental in Salomon's Product Support Organization's receipt of the Work in America Leadership Award for their accomplishments in developing high performance work systems.

Mike held a variety of executive positions prior to joining Salomon Brothers. He was Director of Human Resources at Coca-Cola Company in Atlanta. He served on the Executive Committee and was instrumental in a significant business model redesign effort. Mike also spent six years with RJR Nabisco in a variety of human resources and internal consulting roles. His remit included organizational effectiveness, Greenfield start-ups, socio-technical systems, and assessment center development.

Mike holds a B.A. and M.A. from Akron University. In 2013/2014 he taught talent management as an adjunct professor in the Graduate Program at Harvard Extension School. He has been a keynote speaker at many global conferences and executive workshops. Mike and his wife Patti live in Atlanta

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