

EXPERIENCE

Boston University – Questrom School of Business

Lecturer

2013 – Present

- Courses taught:
 - *Organizational Behavior* – MO221 (UG core class)
 - *Business, Society & Ethics* – SM131 (UG core class)
 - *High Performance Teams* – MO847
 - *Managing Individuals & Organizations* – OB712 (MBA core class)
 - *Managing Change* – OB844
 - *Leadership through Collaboration* – ES750
 - *Managing Career Growth* – ES707
 - *Career Management* – ES210, ES215 & ES315
 - *Leading in the Digital Age* – Online edX course through BUx MicroMasters program
 - *Introduction to Management* – SM101 (I created this online course in 2016)

Boston University – MET College

Adjunct Faculty

2011 – 2017

- Courses taught:
 - *Business and Society* – SO310
 - *Business Psychology and Organizational Behavior* – PS340
 - *Leadership* - PS330
 - *Positive Psychology* – PS592
 - *Social Psychology* – PS261
 - *Experimental Social Psychology* – PS326

OrgSynergy Consulting

President and Founder

2002 – 2017

- Provided leadership and organization development consultation and training services to small and medium sized businesses. Partnered with companies to develop customized competency-based improvement processes.
- Services included: Leadership development, coaching, custom 360-degree feedback, team building, strategic planning, change management, process improvement, competency modeling, and performance management system design.

University of Phoenix – School of Advanced Studies

Adjunct Faculty

2005 – 2017

- Chaired and served on dissertation committees for doctoral students conducting original research.
- Taught over 90 online classes in the Doctor of Management in Organizational Leadership Program.
- Courses taught:
 - *Dynamics of Group and Team Leadership*
 - *Impact of Technology on Organizations*
 - *Organizational Diagnosis and Intervention*
 - *Organizational Theory and Design*
 - *Transformational Leadership and Innovation*

Bentley University - Management Department

Adjunct Faculty

2015

- Courses taught:
 - *MBA Management Consulting Skills - MG704*
 - *Introduction to Management Consulting Skills - MG341*

Babson College, Wellesley, MA

Manager, Organizational Development

1999 – 2010

- Designed annual Manager Development Program to develop leadership skills of high-potential employees and drive organizational change efforts through action learning.
- Planned and managed talent management efforts: streamlined performance management process and implemented online appraisal system for 100% on time participation and more accurate reviews; initiated competency-based succession planning process; and integrated competencies into the performance management process for development of all employees.
- Directed employee engagement, culture, and diversity survey processes to assess needs for organizational change and to improve effectiveness of over 700 employees. In response, successfully designed and delivered custom leadership and management training programs, team building for effectiveness, 360-degree feedback, on boarding, mentoring and coaching programs.
- Facilitated development of strategic plans for the organization as part of large-scale change effort. Enhanced communication and effectiveness at all levels through improved strategic alignment.

Atlantic Richfield Company (ARCO), Los Angeles, CA

Organizational Development and Planning Consultant

1995 – 1998

- Developed a training and development program (ARCO University) for all 4,000+ Los Angeles based ARCO employees. Facilitated management and leadership programs.
- Re-designed and co-facilitated the Global Leadership Forum, a senior management development program for leading a global energy company with over 15,000 employees as part of the corporate talent management process.
- Managed the Santa Barbara Executive Development Seminar to improve effectiveness, reduce costs and increase connections with senior leaders.
- Revised performance appraisal process, developed competency models and performed job evaluations as part of strategic change initiative to support talent management process.
- Implemented new Performance Development Process for ARCO Products to align employees with the strategy through increased communication, managerial coaching, and development initiatives.

OTHER RELEVANT EXPERIENCE

nSight, Inc., Burlington, MA

Program Manager and Higher-Ed Course Developer (contract work)

2011-2012

Online Business Course Development

- Oversaw development of curriculum for over 70 online business course modules. Partnered with Pearson Education to create these online, competency-based courses for

a major U.S. university. Hired and managed a team of 12 Instructional Designers, Subject Matter Experts and Course Developers.

Pearson Education Course Assessments

- Created custom learning assessments for five undergraduate-level courses in the Pearson education CourseConnect program. Courses included: Principles of Management; Human Resources Management; Supervision; Organizational Behavior; and Introduction to Psychology.

Course Development - Human Resources Management

- Created audio narrative and slide presentation for Human Resource Management, 12/E Textbook © 2012 by R. Wayne Mondy (Pearson Education)

The Peter Drucker Management School, Claremont CA

MBA Honors Consulting Project

1995 - 1996

- Invited to work with an MBA team on six-month project where we provided research and recommendations for Cadence Design Systems' successful entry and future growth opportunities in the automotive electronics industry.

PUBLICATIONS & PRESENTATIONS

- Reis, M. J. & Sharicz, C. (October 9, 2014). *Connecting the Dots: Decision Making When You Don't Have all the Answers*. Pilot study results presented at NEHRA 2014 Annual Conference, Worcester, MA.
- Reis, M. J. (2014, March 23-26). *The role of leadership behaviors and perceived similarity in creating inclusion and work engagement*. Paper presented at the Academic Forum, Baltimore, MD. Retrieved from: <http://theacademicforum.org/conference-proceedings.html>
- Reis, M. J. & Geller, J. (2010). *A manager's guide to human behavior (5th ed.)*. United States: American Management Association.
- Reis, M. J. (2002). *The effects of supervisor feedback behavior on employee organizational citizenship behaviors: The role of perceived supervisor fairness in the social exchange process*. The Claremont Graduate University. *ProQuest Dissertations and Theses*. Retrieved from <http://search.proquest.com/docview/304813749?accountid=35812>. (304813749).

EDUCATION

The Claremont Graduate University, Claremont CA

- Ph.D., Psychology – Organizational Behavior 2002
- M.A., Psychology – Organizational Behavior 1995

California State University, Northridge

- B.A., Psychology 1993

CERTIFICATIONS

- 360-degree feedback assessments from Center for Creative Leadership, Personnel Decisions International, and Management Research Group
- Emotional Intelligence (Emotional and Social Competency Inventory) from Hay Group
- Myers-Briggs Type Indicator and DISC/Indra personality assessments
- Employment Law Certification from Council on Education in Management

VOLUNTEER ACTIVITIES

- GlobeTalk (nonprofit student development) - Board of Advisors 2018 – 2023
- Babson Coaching for Leadership and Teamwork Program - Coach 2007 – 2013
- Human Resource Leadership Forum – Marketing Committee Member 2009 – 2011
- Babson Toastmasters Club – President 2005 – 2010
- Boston Cares – Project Leader 1999 – 2006
- Appalachian Mountain Club – Trip Leader and Leader Review Committee 2001 – 2003
- INROADS California - Minority Leadership Development Instructor 1996 – 1998
- Los Angeles Youth at Work (Private Industry Council) - Job Skills Trainer 1995 – 1997