



Overview of Coaching

Ben is an executive coach and organizational development consultant. He has helped a wide variety of corporate and non-profit leaders, teams, departments, and organizations become more successful by developing and utilizing a better understanding of the impact of individual psychology and group dynamics on all aspects of their performance. His executive coaching and consulting services enable organizations to achieve higher returns on their human capital investments.

Background and Experience

Ben’s coaching and consulting focus on the assessment and development of senior leaders, supporting human capital organizations in enhancing the professional capabilities of executives, managers and employees, configuring teams more effectively, and improving communication and collaboration. His experience assessing executives has a track record of helping organizations make better hiring and staffing decisions.

Ben received a B.A. in psychology from Harvard College, and his M.A. and Ph.D. in organizational psychology from New York University, where he was a MacCracken Fellow. His doctoral dissertation analyzed the relationship between narcissism and fairness in the workplace, and his master’s thesis examined the impact of trust on negotiation. Before graduate school, Ben worked at Republic National Bank of New York for three years, first as a management trainee and then as assistant to the chief executive officer. After graduate school, Ben was director of human resources at Blink.com.

Author, *Critical Feedback*. Harvard Business Review, 2019

Author, *Credit and Blame at Work*. Simon & Schuster, 2011

Sample Businesses, Engagements

Financial Services
Professional Services
Media
Technology

Areas of Specialization

Executive Coaching (Individual)
Assessment for Selection
Team Coaching Development
Organization Design/Development/Effectiveness

Education & Training

Ph.D., Organizational Psychology, New York University
M.A., Organizational Psychology, New York University
B.A., Psychology, Harvard College

Qualifications

Adjunct Professor, New York University
Frequent Contributor, Harvard Business Review
Member, Society of Industrial and Organizational Psychology
Member, The Society of Consulting Psychology