

Biography of Dr. Linda M. Pittenger

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Dr. Linda M. Pittenger is recognized as a leading industry expert and thought leader on Human Capital. Linda has had a successful career as an executive in academic and large corporate environments, and conceptualized, launched and sold a business to a Fortune 500 company. Currently, she is Associate Professor of Leadership at Embry Riddle Aeronautical University and actively consults with CEOs and CIOs of Global 100 companies. Her transformation work at a global investment bank was the subject of a MIT case study. In 2014 consulting projects included performing an organization assessment for a global financial services data and analytics organization, development of a human capital architecture for female employees including career and learning maps for a global investment bank, and development of a coaching course and training of senior leaders for a global investment bank. Prior work includes: creation and implementation of a people architecture and processes for a global investment bank's 12,000 person technology organization, strategic advisor to a CEO of a major insurer on culture change, transformation of a communications company's 7,000 person technology organization, and concept development of a HR advisory service for the hedge fund clients of a Wall Street bank, to name some.

She has been published in most industry and national publications and is a frequent speaker at major global conferences. She is the recipient of many awards and has implemented several programs that exceeded benchmark standards and directly impacted AT&T winning the Malcolm Baldrige Award. Her research paper on the distinguishing competencies of superior performing IT professionals was recognized by IEEE as one of the top 15 technology management papers of 2011 in the world. Additionally, she was selected as a Commissioner for President Obama's Tech America initiative, REAL, (Recommendations for Education and Advancement) responsible for recommending policy agenda for "Digital Promise".

Previous to her appointment at Embry-Riddle, Linda was Associate Dean of Graduate Programs and Distinguished Service Professor at Stevens Institute of Technology in Hoboken, NJ. At Stevens, Linda launched the first master's degree program in Business Intelligence & Analytics in the tri-state area and the world's first master's degree in Enterprise Project Management.

Until its bankruptcy, Linda was Managing Director, Global HR at Lehman Brothers, responsible for Human Resources, Campus and Lateral Recruitment, and Training for the Global Technology organization. She assisted in the closure of the largest bankruptcy in corporate America. Previously, Linda was Founder, CEO and President of **people³**, the world's leading authority on IT human capital. Securing \$5M in venture capital to grow the company, **people³** delivered consulting, software solutions and industry leading research focused on the unique people and organization issues of IT. Gartner (IT, NYSE) acquired **people³** in June 2002. Linda retired from Gartner as President, Human Capital in June 2005.

Before starting her company, Linda was CIO, of AT&T's Sales and Marketing Systems, responsible for ensuring technological superiority for the business long distance

business delivering industry leading sales, marketing, and executive information systems for more than 22,000 sales and marketing personnel. She supported \$35B in revenue, managing an expense and capital budget of over \$400M. Linda also served as Vice President, HR for AT&T's Network Services Division, managing strategic planning, policy and operations, labor relations, cultural transformation and technical training for 23,000 employees.

Linda received a Doctorate in Management from Case Western Reserve University. She attended Wharton's Executive Management Program and earned a BS and MBA from Jacksonville University.