

Carol Bergeron

Carol is human resources & organizational performance consultant, trainer and coach. She has 25+ years experience in the creation and implementation of practical talent solutions for small and mid-market companies: organic growth, joint ventures, acquisitions, divestitures, reorganizations, global expansion. Her approaches are grounded in business goals and created collaboratively with executives for increased organizational fit and commitment.



Specialties

Strategic Workforce Planning & Integration, Scenario Planning, Change Management, Organization Design, Training / Development / Coaching, Assessments, Succession Planning, Performance Management, Communications, Employment, Employee Relations, Compensation, Benefits, Site Selection, HR Audits, Handbooks, Policies.

Professional Experience

- **Bergeron Associates™** - 1998 to Present
Founder, President, Consultant, Instructor, Facilitator, Coach, Speaker, Writer
- **GSI Group / Teradyne Laser Systems** – 1989 to 1998, \$11m → \$200m, 100 → 900+ employees, 13 countries, joint venture turnaround, 5 divisions, Director, Human Resources (corporate and divisional settings) & Compensation & Benefits
- **ISI Systems** – 1988 to 1989, \$40m, 380 employees, Manager of Human Resources
- **Symbolics** – 1983 to 1988, \$100m, 100 → 950 → 450 employees, Human Resources

Industries

Technology, software, semiconductor, medical devices, manufacturing, professional-financial-tech services, venture capital, insurance, non-profit and state government.

Education

- Business Administration from the University of Vermont, 1983
- Executive Program Certificates from Cornell University, 1991 and Babson College, 1996

Adjunct Faculty Memberships

- Boston University Corporate Education Center
- Bentley University

Community Leadership (Board & Committee Memberships)

- **Association for Corporate Growth Boston** – Blogger, Membership Committee, Programs Committee, 2003 to present
- **Institute of Management Consultants New England** – President, Board Member, Program Chair, 5+ years
- **Condo Board** - Elected Trustee, managed 2 large construction projects, 5 years

Speaking and Writing Credentials

- **Speaker or Panelist**
CEO Resources Forum, The Executive Committee, WPI Venture Forum, Medical Development Group, Mass Bio Tech Council, Society for Information Management Systems, International Society Pharmaceutical Engineers, Organizational Development Learning Group, Institute of Management Consultants New England, Human Resources Associations.
- **Published Author**
Awarded “Best of 2008” Articles in CEO Refresher.
Handbook of Business Strategy, Leadership Excellence, IndUS Business Journal, NonProfit World, Womens’ Business Boston, Society of Human Resource Management, Insights and Bergeron Associates’ Newsletter.