



Mark Nyman

“Organizations and individuals that are nimble and manage change effectively usually have great clarity about what isn’t going to change.”

Areas of Expertise

Mark, a principal with The RBL Group, has spent his career assisting organizations in transforming themselves by creating strategic focus and then aligning the design of their organizations and/or support functions. He has used his expertise in large system change and executive development in start-ups, existing organizations, and in mergers/joint ventures settings. Mark uses high involvement as a way of building ownership and helps his clients think differently about the issues that challenge them.

He has worked with numerous clients including: Adidas, American Century, AT&T, Buffalo Wild Wings, Cisco, Comcast, Denver Children’s Hospital, Honeywell, Invesco, Johns Manville, Kellogg, Merck, Pfizer, Rio Tinto, RR Donnelly, Saudi Aramco, Shell Oil, Sun Microsystems, and Williams Energy.

Background

Mark was the founder and president of Concinnity Consulting, an organization design and alignment firm based in Denver, CO. In this capacity he worked with numerous

organizations in strategic restructuring as well as development of key executives and their teams.

Before becoming an external consultant, Mark held several internal consulting positions. He was Director of Business Transformation at Media One where he worked on business restructuring and assisted in the integration and leadership team start-up associated with the AT&T acquisition. He worked for Amoco where he was the lead consultant in the redesign and transformation of several businesses and acquisitions. Mark was also involved in the redesign of key human resource systems to create better business focus. At Rockwell International, Mark worked in a corporate role supporting large-scale change efforts throughout the company. He then spent 3 years in Rockwell’s printing press business where he oversaw organization effectiveness and leadership development.

Mark has a bachelor’s degree from Utah State University in Business Administration and Psychology. He also has a master’s degree in Organizational Behavior from Brigham Young

University where he graduated with high distinction. He is a certified executive coach.

Publications

HR Transformation: Building Human Resources from the Outside In with Ulrich, Allen, Brockbank and Younger. McGraw Hill 2009

Strategic Restructuring

Optimizing Support Organizations

Coaching as a New Leadership Development Option

Leading In Limbo Land – The Leadership Role in Mergers and Acquisitions

Contact

You can contact Mark Nyman at: 801.492-6955, or at mnyman@rbl.net

