



Mark Nyman

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

Mark is a Principal with The RBL Group, with expertise in large systems change, organization design & alignment, change management, strategy development executive coaching, large group interventions, and merger and acquisition design.

Mark has spent his career assisting organizations in transforming themselves by creating strategic focus, and then aligning the design of their organizations and systems to carry out this focus. He has done executive coaching and change work in start-ups, existing organizations, mergers/joint ventures and in numerous industries. Mark uses high involvement as a way of building ownership and helps his clients think differently about the issues that challenge them. He is a professionally certified executive coach.

He has worked with numerous clients, including Adidas, American Century, AT&T, Cisco, Comcast, Denver Children's Hospital, Honeywell, Johns Manville, Kellogg, Parascrypt, Pfizer, Rio Tinto, RR Donnelly, Saudi Aramco, Shell Oil, Sun Microsystems, Occidental Oil and Gas, Williams Energy.

Background

Mark has spent his career assisting. 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 also worked for Amoco where he was the lead consultant in the redesign and transformation of several businesses and acquisitions. Mark was 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 training.

Mark has a Bachelors degree from Utah State University where he had a dual major in Business Administration and Psychology. He also has a Masters degree in Organizational Behavior from Brigham Young University where he graduated with high distinction.

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

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