

Eileen Morgan, Ph.D.

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Eileen Morgan, Ph.D., is a partner in the organization development and strategy implementation firm BarnHouse Enterprises. Formerly a partner in Morgan Kayhoe, Inc., she has worked globally with a wide variety of corporations, industries, and non-profits.

Morgan's work centers on strategy implementation in large organizations, aimed at increasing an organization's capability to deliver business results. Morgan, as she is known, was a founding consultant for GE's acclaimed Work-Out[®] and Change Acceleration Processes, and served on the faculty of GE's Leadership Development Institute for ten years. Recent clients include Ingersoll-Rand, multiple businesses within The General Electric Company, General Motors, Cable & Wireless plc, The Chicago Tribune Company, The 3M Company, Pillsbury, United Distillers & Vintners, and Stanley Works. She has been a faculty member in several of the country's premier executive leadership institutions including GE Crotonville, Boeing Leadership Center, Cornell University's Executive Education Center, and General Motors University. Morgan is also a faculty member with The Fielding Graduate University's Masters in Organization Development program and Fielding's Center for Innovation in the Non-Profit Sector.

Much of Morgan's consulting work over the past several decades has been with global companies. She spent her early corporate years with The Chase Manhattan Bank in assignments ranging from organization development manager, where she consulted with senior Operations and Systems executives, to line management, implementing global operations marketing strategies for international ship owners and operators. While affiliated with The Experiment in International Living (now World Learning, Inc.), Morgan developed programs in Eastern Europe and the former Soviet Union. Her first book, *Cutting the Red Tape: How Western Companies Can Profit in the New Russia*, was published by The Free Press in 1993 and co-authored with a Russian psychologist.

Morgan was involved with the launch of General Electric's corporate wide change processes known as Work-Out[®] and CAP (Change Acceleration Process). In October 1993 Morgan was a featured speaker for the first GE Russia-Ukraine Work-Out[®] with business heads and joint venture partners. She has consulted extensively in England, Europe, India, Ireland, Russia and Central Europe, and most recently in China.

Dr. Morgan is also the founder of Ethical Capital (www.ethicalcapital.net), a consulting, training, and organizational strategy component of BarnHouse Enterprises dedicated to developing organizational resources that build ethical capacity in global organizations. A frequent speaker at organizational and business ethics conferences, she is the author of *Navigating Cross-Cultural Ethics: What Global Managers Do Right To Keep From Going Wrong* (Butterworth-Heinemann, 1998). She earned a doctorate in Human and Organizational Systems from The Fielding Graduate University, an M.A. in Organization Development, and an M.S. in Counseling, her current research and practice interests include accelerating systemic change in global companies, business ethics in the cross-cultural context and global management competencies.

When not spending time with her organizational "day job," Morgan is a cabaret singer and performer, known as Morgan, Ph.Diva!