

# MERCER DELTA

Organizational Consulting

## David A. Nadler, PhD

David A. Nadler is vice chairman of Marsh & McLennan Companies, Inc. (MMC), a global professional services firm with annual revenues of approximately \$12 billion. Among his responsibilities as vice chairman is leadership of MMC's relationships with major clients in North America. In addition, he serves as chairman of Mercer Delta Consulting, LLC, a global consulting firm and an operating company of MMC that works with CEOs, boards of directors, and senior executives of major corporations on the design and leadership of large-scale organizational change. He was the founder and CEO of Delta Consulting Group, Inc., which, in the year 2000, joined MMC to become Mercer Delta Consulting.

Dr. Nadler consults at the CEO and board level, specializing in the areas of large-scale change, corporate governance, executive leadership, organization design, and executive team development. He is well known for his research and writing on organizational change, corporate governance, organization design, and executive teams. He has written numerous articles and book chapters, and has authored and/or edited 16 books, including *Organizational Architecture*; *Prophets in the Dark: How Xerox Reinvented Itself and Drove Back the Japanese*; *Discontinuous Change*; *Competing By Design*; *Executive Teams*; *Champions of Change*; and, *Building Better Boards*. In 2004, he was one of the two co-chairs (along with Jay Lorsch) of the National Association of Corporate Directors (NACD) Blue Ribbon Commission on Board Leadership.

Prior to Delta, Dr. Nadler was an Associate Professor at the Graduate School of Business, Columbia University. He holds a BA in International Affairs from The George Washington University, an MBA from the Harvard Business School, and an MA and PhD in Psychology from the University of Michigan. He is a member of the Academy of Management and a Fellow of the American Psychological Association. He was named by *Consulting Magazine* as one of the 25 most influential consultants in 2004, and in 2005 was the recipient of the Distinguished Professional Contributions Award from the Society for Industrial and Organizational Psychology, and the Distinguished Scholar-Practitioner Award from the Academy of Management. He serves as vice president of the board of Prep for Prep, a program for the education of gifted minority children, and is a member of the Advisory Board of the New York City Ballet. In addition, he is an International Advisory Council Member of the Elliott School of International Affairs at The George Washington University, and a member of the Advisory Board of the Moscow School of Management.