

MULTICULTURAL MARKETING SUMMIT



Peggy Hazard

Vice President, Global Solutions
Global Lead Management Consulting

Peggy Hazard is Vice President, Global Solutions for Global Lead Management Consulting. She leads the global business practice, overseeing global programs, client service, implementation and managing the international team and partnerships. She specializes in consulting and training on leadership development, global culture competencies and global diversity/inclusion. She has designed and conducted programs in Asia, Europe and the Americas. Clients have included The Vanguard Group, Johnson and Johnson, Novartis, Novo Nordisk, Roche, Cornell University, The Economist Group, PepsiCo, Kraft Foods, Johnson Controls, Mercedes Benz, Marriott, MasterCard Worldwide, Luxottica, YUM International, Kellogg's, Saatchi and Saatchi and many other leading global organizations.

Ms. Hazard also has 12 years of experience running initiatives to increase representation of women worldwide and minorities in the U.S., particularly in organizations where glass ceilings persist despite years of initiatives. She helped developed a robust FUNNEL Root Cause Analysis that identifies root systemic causes of low representation and key levers to increase it in a constructive, systemic and sustainable manner.

Ms. Hazard serves as Adjunct Professor for Cornell University's ILR School, wherein she co-designed and teaches *Advanced Diversity Strategies* and *Global Competencies for Diversity Officers*. She has served as Guest Lecturer at Columbia University on *Building Cultural Competencies* and at Rutgers Graduate School of Human Resources on *Global Diversity and Inclusion*. Ms. Hazard was the Managing Editor of a Global 100 Corporation's on-line Global Diversity & Inclusion University serving 197,000 employees in more than 100 countries. Her many conference presentations include features at the Tripartite Summit on Fair Employment (Singapore), Centre for Diversity and Business (EU), The Drug Information Association Global Conference, the Human Resource Planning Society Global Conference, Mercedes Benz Leadership Forum, Society for Intercultural Education Training and Research, The Conference Board, The Executive Leadership Council CEO Summit, Diversity Best Practices, Diversity Inc., Profiles in Diversity, Multi Cultural Women's Forum, among others. Ms. Hazard is published in *The Diversity Executive*, *Diversity, Inc.*, *Profiles in Diversity* and in the *Strategic HR Review*.

Ms. Hazard has 26 years of line management experience. She held line management positions at multinationals Polo Ralph Lauren and Warnaco, Inc., where she managed multi-cultural and international teams. She was also the president of a corporate training business that used drama to address management challenges. Under her leadership the organization won three *Racial Harmony and Diversity Awards* by the United States Glass Ceiling Commission and was listed in the United States Glass Ceiling Commission Report on best diversity practices. During her tenure she increased representation of minorities on the staff (0-35%), Board of Directors (4-20%), and among contractors (30-55%).

Ms. Hazard holds a BA from The University of Pennsylvania, where she studied at the Wharton School. She has received professional education in Conflict Resolution from the Harvard School of Public Health and in Organizational Development and Change at Cornell University School of Industrial and Labor Relations. She is a member of Society for Human Resources, Organizational Development Group and Society for Intercultural Education Training and Research.

Ms. Hazard has served on numerous boards and with her husband Robert Levin, Ms. Hazard has helped manage an economic development project in a rural village in Ghana, West Africa. An avid and continuous student of different cultures and customs, Ms. Hazard has traveled for work and study to more than 40 countries.