



Jim Phelan



Professional Experience:

- *Principal Consultant Obi 1 LLC*
- *Executive Director – Enterprise Learning Merck & Co. Inc*
- *Senior Director – Management Development Merck & Co. Inc*

Education:

- *M Ed Counseling Psychology, Temple Univ.*
- *BS Psychology, St. Joseph's Univ.*
- *Certifications in Situational Leadership, Insights Discovery, MBTI, and Kepner-Tregoe Decision Making*

Professional Affiliations:

- *Harvard Business School Publishing Executive Council*
- *SkillSoft Executive Forum*
- *The Masie Center*

Professional Background

Jim Phelan is the Founder and Principal Consultant of Obi 1 LLC, a Leadership Development practice focusing on talent strategy, talent management, management / executive development, and leadership effectiveness.

Jim retired in 2014, after 34 years at Merck & Co. He was the Executive Director of Enterprise Learning at Merck and had primary responsibility for leadership capability and Executive / Manager Development for Merck worldwide. His team worked with divisional areas and global regions to foster the development of Merck's future leaders. Enterprise Learning (part of Talent Management) is chartered with building critical capabilities that drive Merck's performance now and in the future.

Jim has over 27 years of experience in the fields of adult learning, leadership development and the integration/use of technology to meet learning needs. Experience at Merck spanned over four divisions/areas of the company. In addition to various business / divisional positions, much of this experience has involved both design, and the actual implementation of learning solutions to meet cross-divisional needs and worldwide implementation.

He was responsible for the development of several leading edge, blended learning programs that have received national and global recognition including Managing@Merck, a program that comprises a four-month curriculum, and is one of the most comprehensive development experiences in use at Merck.

Jim has also led the development of other core programs that targeted Emerging Leaders, High Potentials and Executives.

Jim holds a Master of Education in Counseling Psychology from Temple University and a Bachelor of Science in Psychology from St. Joseph's University. He has been part of several professional leadership groups including Harvard Business School Publishing's Executive Council, and Skillsoft's Executive Forum.

Outside of work, Jim is an avid soccer player (yes still...) and cyclist. He also greatly enjoys playing with his three grand-kids. His goals include continuing to work in the field of leadership development, growing older, but never acting older.