

# **Eric Hieger, Psy.D.**

**Senior Director, Change Leadership at ADP**

Roseland, NJ, US

Executive with 20+ years of organizational development, change leadership, talent / performance management, and learning experience

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Eric serves as an internal partner, consultant, talent management, and transformational change expert resource to ADP human resource and business leaders. He is responsible for the design, implementation, and ongoing evaluation of a range of talent and organizational change solutions used throughout ADP. These solutions are essential elements in the development of current and future ADP leaders, with the goal of maximum impact on ADP associate development and overall business performance. Talent solutions include processes and tools for performance management and succession planning within ADP's Talent Management System (TMS), 360 Degree Feedback, and executive assessment methodologies. Eric leads both the executive coaching and internal coaching practices in ADP. In addition, Eric is involved with ADP Learning's Executive Education programs, High Potential and Leadership Development programs, and is the architect of ADP's Change Leadership framework and Change Management methodology. Eric brings more than 20 years of experience in organizational development and learning to ADP. During his career, he has specialized in the areas of strategic people and organizational development, peak performance, leadership, teamwork, executive development, change leadership/acceleration, and communications. Most recently, Eric was the head of Global Professional Services for the American Management Association (AMA Enterprise), one of the world's leading providers of Leadership and Management Development Education. Prior to AMA, Eric was the Organizational Development and Training Lead for the East Region of RSM McGladrey, the fifth largest U.S. provider of assurance, tax, and consulting services. Prior, he was a Partner/VP with Knowing Point, LLC and Director with JVKellyGroup, Inc., both specialized business consulting firms. Eric is the Co-Founder of Organizational Development Network Long Island and has been frequently published and quoted in professional and trade journals. He regularly speaks to diverse audiences, presenting in local, regional, and national venues. Eric earned his Doctoral Degree in psychology from the California Institute of Integral Studies (CIIS) in San Francisco and a B.A. in psychology from Adelphi University in NY.

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Keynote, Moderator, Panelist, Workshop

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Management Consulting, Business Services, Information Technology and Services, Human Resources

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Organizational Development, Change Leadership, Talent Management, Leadership Development, Executive Coaching, Performance Management, Succession Planning, Innovation, Teamwork

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Organizational Development Network Long Island, The Conference Board

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**California Institute of Integral Studies (CIIS)**

Doctorate Psychology

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