



MARY JANE REED, SHRM

Regional Vice President, Washington DC

Mary Jane Reed brings over 30 years of leadership development and human resources management experience to *The Leader's Edge/Leaders By Design*. Mary Jane Reed is a respected business leader and senior human resources executive with proven skills and successes in leadership and organizational development and change management. She has a reputation for integrity, creativity, leadership, teamwork and business strategy.

Prior to joining *TLE/LBD*, Mary Jane was Vice President of Human Resources for Nevada Energy (previously Sierra Pacific Resources), a combined gas and electric utility. In that position she served as the firm's Human Resources and Chief Compliance Officer and led the overall merger integration of two utilities. Prior to that, she was a Senior Human Resources Executive with Verizon where she directed major improvements to Verizon's human resources programs and processes. While at Verizon, Mary Jane was selected by the Governor of West Virginia to join a task force that restructured and streamlined the State's executive branch.

As a senior executive and corporate officer, Mary Jane achieved noteworthy success in varying disciplines including customer service training, stakeholder management, business process engineering, strategic planning, mergers and acquisitions, organizational and leadership development, labor relations, executive coaching and human resources management. She was also one of the first to achieve a blended learning model at a major corporation that utilized multi-media training and inter-active performance improvement tools which was cutting edge at the time.

Mary Jane received her Bachelor of Arts Degree in Psychology from Allegheny College and attended executive development programs at the Darden School, Wharton and MIT. Mary Jane received lifetime certification as a Senior Human Resources Professional.

Mary Jane has also served as President of the HR Leadership Forum, an affiliate of the HR Planning Society. She currently serves on the Board of Directors of Scitent, Inc. a privately held e-learning company. She has also held numerous leadership and board positions in civic and cultural organizations in Las Vegas, Reno and the Washington DC area.