



Sherryl L. Nufer

Principal

Sherryl Nufer is an organization development consultant with more than 25 years of experience. Her operational and executive management experience - including global management - combined with over 15 years of consulting in a wide variety of industries enable her to partner with clients to develop practical solutions that achieve desired business results.

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- Designing and implementing systems for selecting and promoting employees, including creating interview guides and training interviewers in behavioral interviewing techniques
- Developing onboarding tools and processes to reduce new hires' time-to-productivity
- Developing and facilitating leadership development workshops and web-based products for first line supervisors through executive management
- Developing change management strategies to ensure that managers and staff are aligned, committed, and able to implement organizational changes
- Implementing 360 feedback tools and delivering one-on-one feedback and developmental coaching to managers and executives
- Conducting team start-up and team improvement action planning sessions to build team productivity
- Developing and implementing performance management processes and tools
- Conducting job analyses and developing competency-based job descriptions
- Planning and facilitating strategic and operational planning sessions
- Coaching managers to design organizational structures, identify pivotal employees, and create retention plans

Background

- 2002-Present Pareto Consulting LLC Cranberry Township, PA
Founding Partner
- 1998–2002 Marconi/FORE Systems Warrendale, PA
VP Learning & Organization Development for Marconi University (1999-2002)
Director of Professional Development FORE Systems (1998-1999)
- 1992–1998 Development Dimensions International Bridgeville, PA
Vice President of Product Development (1992-1998)
Senior Consultant (1988-1992)
- 1986-1988 Sinai Hospital of Detroit Detroit, MI
Director of Human Resources Development

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- 1985-1986 Denny's Restaurants Detroit, MI
Regional Training Manager
 - 1984-1985 Henry Ford Hospital Detroit, MI
Senior Consultant Organization Development
 - 1980-1984 Chuck Muer Restaurants Detroit, MI
Director of Management Development

Certifications and Education

- B.S., Education, Seton Hill College
- Lominger Limited, Inc. Tools (360, Team Architect, Cultributes)
- DDI Interaction Management, Targeted Selection, Techniques, Strategies
- Behavioral Technologies – Behavioral Interviewing
- Zenger-Miller Leadership Training
- Compression Planning
- Six Disciplines Certified Coach