

HELEN TURNBULL, PH.D.

CEO, HUMAN FACETS

Dr. Helen Turnbull has 25+ years of experience assisting businesses in enhancing organizational capabilities. As a practiced Organizational Development consultant, Dr. Turnbull assists clients in developing a full range of organizational development consulting services including strategic planning; diversity and multicultural change management, training, leadership development; executive coaching; team building and merging of organizational cultures. She is a global inclusion and diversity specialist. Her dissertation research was on internalized oppression across cultures and she has a deep knowledge and understanding of what it takes to create an inclusive environment.

Dr. Turnbull's extensive experience includes working with Blue Chip clients such as Texas Instruments, Raytheon, J.P. Morgan Chase, Lehman Brothers, Motorola, Hewlett Packard, AT & T, Lucent Technologies, IBM, American Express and Citigroup Europe. She is currently working in Australia with multiple clients, including Commonwealth Bank, National Australia Bank, Ernst & Young, Price Waterhouse Cooper, and many others on Unconscious Bias and its impact on diversity and inclusion.

Dr. Turnbull made major contributions in assisting Texas Instruments to win the Catalyst Award and the Malcolm Baldrige Award and was instrumental in helping both J. P. Morgan Chase and Citigroup Europe win the prestigious Opportunity Now Award and Business in the Community Awards. She has also developed online assessment tools which provide clients with behavioral metrics for individuals and organizations; including "Cognizant" a bias assessment tool and "ISM Profile" an online 360 skills identification assessment.

In addition to her doctorate in Human and Organizational Systems, Helen has two Masters Degrees; one in Industrial Psychology and Mental Health Counseling and a second in Human and Organizational systems. She received her undergraduate degree in Sociology and Psychology and is a current or past member of a number of significant professional organizations such as the Academy of Management, American Psychological Association, American Sociological Association, SHRM and OD Network. In 2009 she won the "Distinguished Research Award" for an article – "Diversity & Inclusion: Developing an Instrument for the identification of Skills deficiencies" to be published in the Academy of Strategic Management Journal. In 2009 she has won the nomination to speak at the "Last Lecture series" at Nova SE University. She is also the author of an allegorical tale "Village of Illusions" and an upcoming nonfiction book "Looking through the Liking Glass". She is a member of the National Speakers Association, and The International Federation for Professional Speakers and an accomplished keynote speaker