

Endorsement:

Chris Fernandez, Ph.D.
OD & Change Consultant
Mindful OD Practice

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I am delighted to see the launching of the people and culture focused consulting practice by Chris Fernandez who I have known for 35 years! Chris was responsible for igniting my interest in diversity, equity, and inclusion (DEI) issues, long before the topic gained national attention. Thanks to his initiative and sponsorship, I began diversity-related workshops at Lucent where he was a senior manager at that time. I observed that Chris had a stellar presence and reputation as an effective change agent within Lucent. He was sought after for his technical and people management abilities. Chris worked in challenging and time-sensitive projects and delivered long-term positive results. He combined strategic vision with everyday project management routines and was perceived as a morale-booster for his team. Now as a consultant, I can see Chris helping clients achieve the same.

As Global Director, Organizational Effectiveness, Learning, and Change at Magnetrol International, Chris transformed the organization. He helped change the organizational mindset to embrace an exciting new future based on leveraging its global talent. We collaborated on designing and delivering a series of advanced executive development workshops for the C-Suite and their senior managers worldwide. I benefited from his wisdom and insights tailoring change initiatives for managing a global workforce of highly talented engineers and other professionals.

I am not surprised that Chris emphasizes mindfulness in his practice. Accepting the present without judgement is the starting point of true inquiry and collaboration. Chris will help his clients see possibilities that they have not seen before. By strengthening the core, he will help clients discover the hidden talent embedded among all employees and create a holistic approach to growth that is based on inclusion, mutual respect, and performance excellence. Chris will bring a unique set of intellectual capital (doctorate in OD from the top university in the field and current teaching at Benedictine University School of Business) and OD skills and wisdom (from years of experience at AT&T, Lucent and Magnetrol) to his consulting assignments.

Tojo Thatchenkery, Ph.D.

Co-author of *Appreciative Intelligence: Seeing the Mighty Oak in the Acorn* and Professor & Director, M.S. Organization Development & Knowledge Management at George Mason University, Virginia.