

Steven P. Kirn, Ph.D.

Steve Kirn has over 30 years' experience in a wide variety of human service, academic, human resource management and consulting roles.

He served as Vice President for Learning and Development for Sears, Roebuck and Co. – a recognized leader in retail selection, training and development -- during much of the 1990's and early 2000's, At Sears, Steve led all training and development activities for Sears' 300,000 associates, from initial selection and training, through senior executive development and succession planning. Sears University was honored by the National Retail Federation as a best practice and model for the rapid design and superior execution of training and development in support of corporate strategy, and is featured in a number of books on Corporate Universities. Steve earlier served as Director of Executive Education for BATUS, Inc., the U.S. holding company of British-based conglomerate B.A.T., and parent of such retailers as Saks Fifth Avenue, Marshall Field's, Kohl's, Breuner's Furniture, Frederick and Nelson, and Gimbel's.

Steve served on the board of the Miller Center for Retailing Education and Research at the University of Florida, and worked with Indiana University in the establishment of the retail center there. He is a current member (and past Chair) of the Board of Trustees of the Adler School of Professional Psychology in Chicago.

Most recently, he served as Vice President of Human Resources for Portola Packaging, Inc., a global manufacturer of closures and containers for the beverage, food and cosmetics industries. He previously spent six years as a Principal and Senior Consultant in the Communications and Human Resource Management practices of William M. Mercer, Inc., serving clients including Mellon Bank, AT&T, Toyota, Ford and a variety of other organizations in the retail, energy and health care industries

Steve now provides independent human resource consulting, executive coaching and training services to private clients through Steven Kirn Consulting, Inc. Assignments have included clients such as Dayton-Hudson (now Target), Lord & Taylor, American Heart Association, Catholic Health East, Federal Reserve Bank of Chicago, Trustmark Insurance, Hospira, and Andrew Corporation. He has been a featured speaker at many management conferences and university executive education programs in the US and abroad, and has published in a number of professional journals, including the *Harvard Business Review*. He is on the editorial board of the journal *Human Resource Management*.

Steve's professional training is in clinical psychology, earning his M.A. and Ph.D. from the University of Florida. He spent his early career in community mental health, providing both clinical and consulting services, with a special focus on prevention of mental health problems. Steve served as an Assistant and Associate Professor at Bellarmine University in Louisville, teaching undergraduate courses in psychology, and organizational behavior courses in the MBA program, and was an adjunct clinical faculty member at the University of Louisville Medical School. Steve also conducted a private clinical and consulting practice with his wife Katrine Geha Kirn, Ph.D.

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