Access to Experts

Fabio Sala , Director, Organization Effectiveness & Development , EMC Corporation

Fabio Sala is Director, Organization Effectiveness & Development at EMC Corporation, where he leads a global team of *Development Consultants*, responsible for the implementation and adoption of leadership development and talent management products and processes. In addition, this function provides a variety of OD consulting services across the enterprise. Prior to joining EMC, Fabio was an independent consultant to Boston Scientific Corporation, where he provided leadership and organization development consulting: competency model design and 360 development, team assessment and intervention, offsite planning and facilitation. Fabio was an Associate Director of Learning and Development at Millennium Pharmaceuticals, Inc. In this role, he was responsible for leadership and organizational development, workforce development strategy and administration, career development and performance management process design and management, corporate training, and organization development evaluation. Prior to Millennium, Fabio was a consultant at the Hay Group's, McClelland Center for Research and Innovation. His client work was with leading global organizations, such as IBM, Pfizer, Aero Mexico, Caterpillar, Toyota, Health Net, and Microsoft. He contributed to multiple front-line, manager- and executive-level consulting engagements; competency-based efforts integrated into various assessment and development processes and tools (e.g., executive selection & development, succession planning/high potential management, performance management). His research at the McClelland Center served to identify the characteristics of outstanding performers, evaluate the effectiveness of development interventions, and evaluate the impact of assessment and intervention on workplace performance. Fabio's research has been published in *Harvard Business Review*, the *Journal of Consulting Psychology: Practice and Research*, the *Journal of Psychology and Health*, *Nonprofit Management & Leadership,* and *Leadership in Action* of the Center for Creative Leadership. Fabio co-edited *Linking Emotional Intelligence and Performance at Work: Current Research Evidence with Individuals and Groups*. Prior to joining the Hay Group, Fabio was an adjunct lecturer at the University of Massachusetts where he taught Organizational Behavior, Research Methods, Statistics, and Social Psychology courses. He also was a lecturer at Boston University and Johns Hopkins University. He received his Ph.D. in social psychology from Boston University under David C. McClelland.

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