

Ed Dougherty, SPHR, CLU, ChFC

Ed has an extensive management and human resources background, with a focus on organizational alignment, process analysis and compensation issues. Early in 2003, he formed *Effective HR, LLC*, whose mission is to improve the strategic perspective, operational effectiveness and profitability of corporations, and to help non-profit organizations achieve maximum operational effectiveness and focus. This is accomplished through objective, insightful consulting services in the areas of operational effectiveness assessment, organizational alignment analysis, compensation structure and market analysis, and strategic planning facilitation.

Ed began his career at Prudential Financial in employee benefit roles at various levels and locations. After a regional assignment covering the Mid-Atlantic States, he returned to Prudential's corporate office, where he held HR leadership positions in employee relations, compensation and HR systems & technology. Ed also served on or led a variety of project teams involving new business formation, acquisitions and reorganization. During this time, Ed participated on the Grace Commission, reviewing military compensation programs at the Office of the Secretary of Defense. He was an officer of Prudential for over 10 years.

Following his Prudential career of more than 30 years, Ed spent several years in HR systems consulting roles before joining the Chubb Institute. At Chubb, he held executive positions leading Human Resources and serving on the management committee overseeing company operations and setting strategic direction.

Additionally, Ed served as a mentor to up and coming businesswomen through the national Women -Unlimited, Inc. management developmental program. Additionally, he was recently appointed to the advisory board of Empowered Women International, an economic development non-profit based in Alexandria, VA.

Ed holds an MS, Management from American College as well as the Chartered Life Underwriter (CLU) and Chartered Financial Consultant (ChFC) professional designations. He has completed executive education programs at Columbia University and the Wharton School, University of Pennsylvania. Ed is a member of the Society for Human Resources Management, holding the Senior Professional in Human Resources (SPHR) designation. He served as Chair for the 2006 Garden State Council – SHRM Annual Conference & Exposition and as the Executive Director of the Garden State Council – SHRM (2009 – 2010). He is also active in the Morris County, NJ Chamber of Commerce, serving by invitation on the Council for Human Capital Management for three years, and currently on the Education & Professional Development Committee.