



**Andy Hartnett**  
*Senior Consultant*

Andy Hartnett brings 26 years of experience in the health care industry to his work as a senior consultant and coach with *Leaders By Design*. Andy has experience as a practitioner; both civilian and military, and has held academic positions and leadership roles in the corporate world.

Most recently Andy joined the Lecture Faculty at the Wharton Graduate School of Business in Philadelphia. He also taught Performance Development, Performance Management and Internal Consultancy at Penn State University – Great Valley in the Graduate Business division.

Andy began his pharmaceutical career in sales in 1988. Shortly thereafter he became the National Training Manager of Reed & Carnrick Pharmaceuticals. In 1996, Andy accepted the Director of Education Services position with Astra Merck Pharmaceuticals, assisting in multiple reorganizations, through to the emergence of AstraZeneca in 1999. He left to start his own consulting firm in January of 2000. Andy and his firm focus on the areas of Organizational Diagnostics, Strategic Planning and Leadership Development. Andy has consulted and coached in numerous Fortune 500 firms, as well as start-up entities. In 2006 Andy began work with the state of Pennsylvania through their Workforce Investment Boards to study the topic of healthcare in the Lehigh Valley and surrounding counties.

He has served as the President of the Society of Pharmaceutical and Biotechnology Training; President of the ASTD Philadelphia Chapter, and presently serves as the President of the Greater Philadelphia Chapter of the Institute of Management Consultants.

In addition to a masters degree in Human Resource Development, Andy received his Certified Performance Technologist (CPT) designation from the International Society of Performance Improvement in 2004. He recently earned the prestigious Certified Management Consultant (CMC) designation from the Institute of Management Consultants.

In 2000 he received the Clara Barton Honor Award for Meritorious Volunteer Leadership from the American Red Cross – National Headquarters. In 2004 Andy received the Chester County Chamber of Business and Industry’s “Entrepreneur of the Year” award.