



**Joseph R. Toto**  
*Senior Consultant*  
*The Leader's Edge/Leaders By Design*

Joseph Toto brings to *The Leader's Edge/Leaders By Design* thirty-five years of broad-based human resources experience in management, consulting and coaching as a human resources practitioner with global organizations such as Unisys, Betz-Dearborn (now part of GE) and Rhone Poulenc (now Sanofi-Aventis). Joe is a senior level human resources and business leader whose expertise is in executive and management development and coaching.

He is the former Director of Leadership Development and Learning at BD (Becton, Dickinson and Company) in Franklin Lakes, New Jersey. At BD, he also served as the Global Process Owner for the company's Performance Management Process, Associate Engagement and its Executive Coaching Development 360 process and was an active practitioner in both Leadership Training and Coaching. Joe also led the Operations and Staff of BDU University that spanned out on a global basis to reach over 12,000 participants in 400 sessions on an annual basis and won an ASTD Best Award in 2007 for its Leaders as Teachers approach. Joe led the College of Business Skills and Operational Effectiveness within BDU University when it was first launched. Joe joined BD in 2001 after serving as the Chief Development Officer and Director of Organizational Effectiveness and Development at Hoffmann-La Roche from 1997.

Among Joe's numerous speaking engagements are engagements at the Conference Board in 1999, the Strategic Learning Conference sponsored by Columbia University Business School, and the 2003 Conference Board Leadership Development Conference. In 2001, Joe received the Distinguished Executive Fellow Award from the Center of Human Resource Management Studies at Fairleigh Dickinson University. Joe's article on "Peer Coaching" was published in the April, 2006 issue of the Training and Development Journal. Joe holds a graduate degree in Education in Counseling Psychology from Temple University, where he graduated first in his class. He is also certified in a cadre of assessments including the Hogan Assessment, Essi's EQ and Resiliency Assessments, MBTI, DiSC, among others, and Joe is also DDI certified.