



***Trends of the Industry- Panel Discussion Event***  
**March 6, 2018, 5:30 - 8:00 pm Courtyard Princeton**

**Speaker Bios**



**Catherine Baker**

Chief Learning Officer and Director  
of Private Sector – Maher & Maher



Catherine Baker is the Director of the Private Sector Practice, and Chief Learning Officer at Maher & Maher. She has more than 15 years of experience consulting with clients to better workplace learning and development strategies—ensuring organizational alignment, employee engagement, and performance improvement to drive business outcomes.

In addition to her leadership talents, Catherine has worked in a range of roles over her professional tenure. From Manager of the Learning Function to Instructional Designer to Project Manager, her historical experience provides a wealth of insight into talent development, customer education, and processes that support effective design, development, and implementation of solutions that support these key business practices. She has

worked with numerous Fortune 500 organizations in the Communications, Financial Services, and Life Sciences industries.

Catherine has contributed workplace learning & development thought-leadership to numerous associations including but not limited to ASTD National, eLearning Guild, Society of Pharmaceutical & Biotech Trainers, Society of Consumer Affairs, Strategic Account Management Association, and Training Magazine. She recently completed a five-year term on the Mid New Jersey ASTD Board of Directors, and currently serves as the Chair of the Chapter's Life Sciences Special Interest Group.

Before coming to Maher & Maher, Catherine was a Principal at Frogkick, Inc., founding the Life Sciences Division at that firm. Prior to that, she served in Business Development, Solutions Design, Product Marketing, Project Management, and Instructional Design capacities at Kenexa.

Catherine holds a BS in Communications with a focus in Business Communications, and a MS in Communications with a concentration in Training and Development. She completed her Master's program with a 4.0 and was awarded Outstanding Student in her program.



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### Candice Lenkowsky

Head, Field Force Learning & Development Bristol-Myers Squibb



Candice Lenkowsky is an innovative, award winning sales and training professional with a 20+ year track record of career advancement and success in the pharmaceutical, medical device and consumer goods industries. Candice specializes in utilizing her strategic ability to simplify complex, global processes. Her proven strengths and capabilities include: *Training, Leadership Development, Emotional Intelligence, Coaching, Building Sales & Competency Models, Strategic Thinking, Sales Planning and Execution, Creating Winning Cultures, People Development.*

Candice joined Bristol-Myers Squibb in 2012 as Associate Director, US Sales Leadership Development. While in that role, she built and

successfully launched an innovative Sales Manager Development Program which included a new approach to coaching that was adopted globally.

In 2014, Candice was promoted to Director of Worldwide Training Design & Development where she designed the blueprint of how BMS will train sales forces around the globe now and into the future. One major initiative that she and her team delivered is the development of a new, worldwide sales model.

Candice was promoted to Head of Field Force Training & Development in December, 2016. In this role, she leads an organization that has training accountability for US and Worldwide markets and is responsible for building capabilities to drive business impact around the globe.

Prior to joining BMS, Candice worked for Abbott Labs for most of her career in various commercial roles.

In addition to her job responsibilities, Candice is involved in leading work for BMS Network Of Women (B-NOW) and is an active member and volunteer of Healthcare Businesswomen's Association. She lives in NJ with her husband and two boys and enjoys all types of fitness, yoga and travel.



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## Judy B. McHugh

M.B.A., Ed.D., SHRM-SCP Head of  
Talent Management, The Linde Group



Dr. Judy McHugh has over 25 years' experience in talent management, learning, leadership development, higher education and human capital consulting. She has substantial experience in executive assessment and coaching and the design, development and delivery of executive education programs.

Judy works for The Linde Group, and is responsible for talent reviews and succession planning, performance management, executive recruiting, leadership development, diversity and inclusion, change management, and employee engagement and retention. Prior to joining The Linde Group, Judy was SVP at The Leader's Edge/Leaders by Design, VP of Global Talent Development at MetLife, and the Executive Director for The Wharton School's Aresty Institute of Executive Education where she was

responsible for leading and managing the \$70+ Million profit center. Judy began her career at a performance consultancy, currently owned by BTS, focused on the development and delivery of customized mid-level and executive education programs that included the use of computer-aided business simulations. Her positions at the firm included Senior Consultant, V.P. of Sales, and Business Unit Executive. Judy has partnered with Fortune 500 companies, large professional services firms and healthcare institutions world-wide.

In addition to her corporate positions, Judy is an advisor for University of Pennsylvania's Chief Learning Officer Executive Doctoral program (PennCLO), and just completed 2 consecutive 3 year terms on the Board of Directors for Children's Literacy Initiative (CLI), a non-profit organization dedicated to working with teachers to transform literacy instruction in early childhood education. Judy was also the Conference Chair and Program Director for The Conference Board's 2014 Women's Leadership Conference.

In all of her roles, Judy practices a highly consultative, customized approach, collaborating with both internal and external clients to fully understand their organization's business strategy, competencies and culture, and design and deliver solutions to move the company and its leaders forward.

Dr. McHugh has her Ed.D. from the University of Pennsylvania, her M.B.A. from Drexel University, and her B.A. in Communications from Rowan University. She has received certifications in a variety of assessment tools and in the areas of negotiations and leading organizational change. She is also a SHRM Senior Certified Professional. Judy is an excellent coach and public speaker and has facilitated various leadership development workshops.