



Mary L. Martinéz
Principal, Mercer

Mary L. Martinéz is a Principal in Mercer's Washington D.C. practice, specializing in diversity and talent management consulting. Her career has focused on creating people-management strategies that increase the competitive advantage of organisations. She has 20 years of experience as a consultant and as an HR leader in organisations representing multiple industries and the not-for-profit sector, where she has implemented a wide range of diversity and talent initiatives. Her capabilities include designing and implementing HR strategies and processes, as well as creating and delivering training and organisation development interventions.

Beginning with her work in assisting Pitney Bowes, Inc. in formulating its first diversity strategy in the early 1990s – for which it won a Catalyst award, Ms. Martinéz has worked directly with over 25 companies to create or enhance their diversity strategies, practices, and programs using the ORC Networks approach to diversity change. As a result of her guidance and recommendations, these organisations have consistently seen greater engagement by their key stakeholders in diversity and inclusion, more effectively targeted action strategies, and more robust measurement of progress. In addition to these bespoke assignments, she has presented the workshop to over 50 global companies in the U.S. and U.K. through public programs, as well as designed and facilitated tailored versions of the course to meet particular company needs.

Prior to rejoining ORC Worldwide (recently merged with Mercer), Ms. Martinéz was responsible for global performance management and professional development for the telecommunications company, Alcatel-Lucent, where she also led development of the organisation's leadership competencies, 360 process, and implementation of an SAP-based online tool for performance and competency management for the newly merged organisation. Prior to that Ms. Martinéz was employed for five years in a variety of roles with sanofi-aventis and one of its predecessor companies, Aventis Pharmaceutical, including global director of talent management and leadership development, manager of North American diversity and inclusion -- where she was instrumental in the company's establishment of a multicultural marketing function, and HR generalist supporting several global corporate functions. Ms. Martinéz's earlier corporate assignments included corporate manager, diversity & work/life programs for Honeywell and director, diversity and development for CIGNA Group Insurance.

During her first tenure with ORC (1982-1995), Ms. Martinéz worked in a wide range of capacities, including consultant, creator and leader of the Workforce Opportunities Network (then known as the Workforce Issues Network), and head of the diversity consulting practice area. Her consulting projects encompassed employee research, diversity strategy and implementation, and creation of HR processes and systems for performance management and development. Among her not-for-profit clients were Planned Parenthood Federation of America, C.A.R.E. and Plan International.

Ms. Martinéz has authored numerous articles for diversity publications, served as instructor for diversity courses for Cornell's Continuing Education program, and presented on diversity at a number of diversity symposia. She holds an M.B.A. degree in management-organisation behavior from Bernard M. Baruch College.