



Mary Winby, Partner @ [Ewins & Winby](#)

Mary is a seasoned organization development consultant with deep expertise in change management. Her work spans multiyear global initiatives to more focused program execution. She has worked in a variety of industries and functions, including IT, services, sales, marketing, and HR. Her specialty is helping executives and their teams 1) design and launch new change initiatives, 2) drive implementation, and 3) execute for adoption of new skills, behaviors and processes against metrics and milestones. She offers a breadth of services including current/future state assessment, change leadership, project management, managing transitions. She also enjoys designing and facilitating off-sites, and working with teams tackling strategic challenges. She has held internal OD/Change Management roles at Hewlett Packard, and is currently consulting in hi tech companies on issues such as merger/acquisitions; performance management; business unit integration. Mary teaches Change Management at UC Berkeley and embraces the view that change offers preferred futures.

Mary holds a Bachelor's degree from University of Rochester, a PhD and Masters from Stanford University, and an MSOD degree from Pepperdine University. She lives Palo Alto and the Monterey Peninsula with her husband. Her two stepchildren and son keep her tuned into the ever changing technology and workforce dynamics in the work place. She rides horseback, plays cello and flute, and enjoys playing bridge when time allows.