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Professional Certifications

- ❖ *Certified Project Management Professional® from Project Management Institute (PMI)*
- ❖ *Member, Society of Human Resource Management (SHRM)*
- ❖ *Certified in executive coaching from Progressive Insurance*
- ❖ *Targeted Selection Interviewing® certified from Development Dimensions International (DDI)*

Summary

Mary Kline provides organizations with consulting, coaching and facilitation services in the areas of leadership development, strategic planning and transformational change management. She brings more than 35 years of experience to Ratliff & Taylor's Leadership Development practice with particular expertise helping individuals and groups accelerate potential and capacity.

Mary's prior experience includes IT functional and leadership roles with Progressive Corporation. She had direct responsibility for the human resource management of Progressive's IT workforce (2700+ people). This included recruiting, onboarding, compensation, employee relations, training & development and reward & recognition programs. She created Progressive's IT University, a curriculum based training and development environment with the look and feel of a college. Mary developed a reputation as instrumental in managing large improvement initiatives.