

**A few of the most popular  
Organizational Development  
placements available through  
The Philadelphia Center:**

**Hay Group; Consulting Intern:** Hay Group is a professional services firm that helps organizations worldwide get the most from their people by creating clarity, capability and commitment. Founded in 1943 in Philadelphia, today Hay works from 72 offices in 37 countries. The company's areas of expertise include: Organizational Effectiveness, Role Clarity and Work Design; Executive Assessment, Selection and Development; Compensation, Benefits, and Performance Management; Executive Remuneration and Corporate Governance; and Employee and Customer Attitude Research. All of the Hay Group's work is supported by proven methodologies and global knowledge databases. And, Hay has 60 years of specific, documented evidence that people, not strategies, drive long-term competitive advantage. The Hay Group, a management consulting firm, provides research-based diagnostic and consulting services for an international client base. Human Resources is the focus of the consulting area. Students will conduct research, use Excel in analysis, summarize interviews, and more.

**Korn/Ferry International, Research Manager Assistant:** For 35 years, Korn/Ferry International has been a leader in executive recruitment, conducting over 100,000 senior-level searches for clients worldwide. Korn/Ferry with more than 100 offices in 30 countries, is the world's leading provider of recruitment solutions. The firm works closely with clients to provide solutions tailored to their recruitment and assessment needs, through the company's executive search business, identifying CEOs, COOs, CFOs, board members and other senior-level executives; through the firm's Management assessment business; through Futurestep; and through JobDirect. The Research Manager Assistant is responsible for assisting with the day-to-day management and administration of research activities, which support the candidate identification and business development activities of the local office or specialty practice. The Research Assistant will be responsible for organizing and entering data for senior associates and client partners; review resumes; conduct industry-specific research; and create charts and graphs relating to particular industries and fields. The student may have the opportunity to seek out new business, attend meetings, and sit in on conference calls. This is a great placement for students interested in business, technology, health care, finance, research, management and HR. The ideal candidate will be self-driven, focused and able to work independently as well as with a team.

**National Analysts, Research Assistant:** National Analysts is an independent consulting and marketing research firm that has helped Fortune 500 companies define their market voice and create a competitive advantage for almost 100 years. Over the years, National Analysts has developed innovative research techniques, analytics, and tools used to solve difficult marketing

problems. While National Analysts prides itself on cutting edge research that is well conceived and skillfully executed, the proof of the company's value lies ultimately in the counsel offered to clients. The unusual combination of research leadership and depth of market experience have enabled National Analysts to help many of the world's largest corporations solve complex and challenging problems. Large scale survey research and qualitative studies for business and not for profits. Research and questionnaire design, data analysis, report writing. Corporate environment. Opportunity to use psychology and/or social science research skills in a business setting.

**ThirdPath Institute, Intern:** ThirdPath Institute is a Philadelphia based non-profit that assists individuals, families, and organizations in finding new ways to redesign work to create time for family, community and other life priorities. Long-term our goal is to organize individuals, families and communities to influence larger systemic change - both within organizations and at the public policy level. Together with other likeminded people, we will shape a future where no person is required to choose between work and children, work and an aging parent, work and community involvement, or work and some other life interest. Instead, people will be able to follow a "third path," one that allows them to integrate work with other life priorities. Responsibilities may include reading and summarizing books, reports, and articles written on work family issues; website design; interviewing and data collection; and program support. Ideally, we would work with the intern to focus on a balance between cultivated and desired professional skills. Experience in interviewing and data collection, group leadership and facilitation, professional writing, and program design and support. Opportunity to learn professional expectations in a supportive environment. We are seeking a enthusiastic, self-reliant intern who is interested in learning more about the future of work and life in America, Reading and research skills are necessary and web design knowledge is preferable. We are also looking for someone with the ability and desire to think systemically and in terms of practical application.

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