



Bernard J. Cullen
Partner

Bernie, who co-leads Cambria's Survey practice, has over 30 years of experience designing and implementing solutions to strategic human resources issues. He has consulted on more than 150 major projects covering the design and implementation of the full spectrum of HR systems, and helped lead the development of Cambria's competency-based HR architecture to design recruiting, performance management, workforce planning, succession planning, and promotion processes for private-sector clients.

In his current role in our Survey practice, Bernie leads development of new internet-based survey methods, measurement techniques, and customized 360-degree survey applications. He has helped apply these to issues ranging from which business initiatives are most likely to succeed to assessing the leadership potential of individuals, from the value to society of an MBA to assessing an organization's technical skills.

Prior to Cambria, Bernie was a Project Director at McBer and Company (now part of the Hay Group). Before joining McBer, Bernie held a NATO Fellowship at Harvard University, where he was an instructor in Labor Economics and Organizational Behavior under Chris Argyris.

Bernie received a BA in Economics from Queens' College, Cambridge, and an M.Sc. from Brunel University.