

Maryanne DiMarzo

Co-Founder, Beacon People Solutions

Maryanne DiMarzo is a trailblazer; with a legacy to confirm it. After devoting over 25 years to the practice of HR, she left corporate life at the top of her game, retiring from Avaya, one of America's leading technology companies, as Chief Operating Officer of Human Resources. Maryanne is one of the first and most successful practitioners of merging the business application of leadership, illuminating and encouraging growth at every executive level, with the traditional HR practices of recruiting new talent. While at Avaya Maryanne co-authored a white paper with Lore International Institute, a global provider of leadership services, entitled, *"The Leadership Challenge, Accelerating Organizational Transformation Through Leadership Development."* She is also the author of the chapter *"Writing Human Software"* in the book titled *"Human Capital Management."* The book has been lauded as a must have on the shelf of HR leaders and business partners. Maryanne was one of the first to envision HR as a "lighthouse" within the corporate environment.



During her tenure at Avaya, Maryanne was a member of the Compensation Committee of the Avaya Board of Directors and was responsible for employee compensation and benefits, workforce/labor relations, organizational and leadership development, recruitment and training, internal communications and executive services. Prior to her accomplished career at Avaya, Maryanne held HR leadership positions with Nortel (sales and service) and Allied Signal (corporate functions).

Maryanne started working in 1976 as adjunct professor of Behavioral Science at Westchester Community College, New York; concurrently she was a Social Science teacher at Briarcliff High School. Maryanne holds a master's degree in teaching from Manhattanville College, Purchase, New York, and a bachelor's degree in psychology from Rosemont College, PA. In 1984, Maryanne was appointed Dean of Pace University, Westchester Campuses, New York where she administered the personnel services division and directed each of the four campus operations.

Since 2013 she has been an esteemed member of the *Association of Psychological Type International (APTI)*. She has held various positions over the last six years, including co-director of training and President. Today, as co-founder and Managing Partner of **Beacon People Solutions**, a consulting firm, she practices and promotes the business application of leadership with practical application, ethical and responsible use of personality type, from employees to executives. She believes that all people in every office, whether at a conference table or at their workspace, are unique to themselves with their own personality type. Those individuals, when fully recognized, acknowledged and supported, can provide valuable energy

and facilitation towards goals set. Her life's work has been teaching those interested in learning, to observe, understand and employ these practices in the corporate and non-profit sectors.

A certified MBTI Master Practitioner, Maryanne formed **Beacon People Solutions** in 2007 with colleague and friend, **Amy Acker**. With offices in Vero Beach, Florida and Long Beach, New Jersey, the firm's current offerings include leadership/executive assessment and coaching; team coaching and development; *Myers Briggs Type Indicator (MBTI)* Step I & II Instrument administration, validation and interpretation (Master Practitioner Certified, 2013), and Human Resources strategy. Built on a philosophy of producing results that impact the business, **Beacon People Solutions** offers highly customized solutions to meet their clients' needs. **Beacon People Solutions'** clients include individual executives and teams within start-ups, Fortune 500 companies, Executive Search Firms and non-profit boards of directors.

Starting **Beacon People Solutions** was an expected exhilarating turn of events for Maryanne, as she was officially retired before she and Amy decided to jump right back in. She is committed to continuing to build on her legacy, with no plans of slowing down anytime soon. Maryanne's work will be highlighted this fall in the firm's debut book, **HIDDEN TALENTS**, in which she features real life scenarios combining business leadership skills with the development, research, applications and ethical use of personality type theory. Maryanne is extremely excited about the release of **HIDDEN TALENTS**; it is a project very close to her heart.

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