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## Top Skills

Strategic Communications  
Performance Management  
Employee Engagement

## Certifications

Senior Professional in Human Resources (SPHR®) Certification  
Global Professional in Human Resources (GPHR®)  
GPHR  
Senior Professional in Human Resources® (SPHR®) Certification  
Global Professional in Human Resources® (GPHR®)

# Iona Harding, SPHR, GPHR

Principal, Harding Resources LLC

## Summary

Global business and human resource consultant. Adjunct instructor in MBA and EMBA programs. Director, HR Certification Institute. Former global human resource executive.

## Experience

### Harding Resources, LLC

Principal

January 2006 - Present

Princeton, NJ

Help organizations and their leaders grow through developing, implementing and measuring the effectiveness of business and human resource strategy, leadership and manager capability and organization effectiveness. Facilitates development and cascade of strategic plans, linking human capital to organization success. Provides interim executive human resource, change management and talent management leadership as well as human resource project management.

### St. Peter's University, Temple University Fox School of Business and Rider University.

Adjunct Instructor

January 2006 - Present

New Jersey, USA , Singapore and Bangkok, Thailand

Adjunct instructor for Masters in HR, MBA and EMBA programs and undergraduate business. Current courses include Leadership, Human Resource Analytics, Strategic Human Resource Management and International Management. Have also taught HR Analytics at Sasin Institute of Business in Bangkok, Thailand and preparation for HRCI's SPHR and PHR Certifications at Mercer County Community College.

### Lucent Technologies

10 years 5 months

## VP Human Resources

February 2001 - September 2005 (4 years 8 months)

New Jersey, USA and Beijing, China

Global Human Resource leader for Lucent Technologies China, corporate centers and mobility business unit. Implemented business restructure processes, led global Human Resource Transformation, implemented Lucent Leadership Development program in U.S. and China, coached Executive Leadership.

## Human Resource Director

May 1995 - February 2001 (5 years 10 months)

Whippany, New Jersey

Global Human Resource responsibility for mobility business unit. Led all human resources and leadership development efforts for the global wireless infrastructure business through period of intense global growth. Also lead HR during the restructure of the global wireless business in the U.S, Middle East and Europe and subsequent creation and movement of R&D work to centers in India and China.

## AT&T

Senior Manager and Manager

1984 - 1995 (12 years)

Numerous management and supervisory positions with increasing responsibility in human resources, diversity, change management, strategy, administration, finance and financial systems.

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## Education

The College of New Jersey

M Ed, Business Education · (1975 - 1981)

The College of New Jersey

BS, Business Education · (1969 - 1973)