



Martha Freymann Miser



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Martha Miser is a consultant, educator and coach with over 30 years of experience in leading organizational change in the US and Europe. In addition to holding leadership positions in both public and private sector organizations, Martha has extensive experience as a practitioner in organization and leadership development, team coaching, and education design and delivery.

In her work, Martha's focus is on supporting leaders and teams to realize meaningful, sustainable change in the midst of increasing complexity and turbulence within and outside of their organizations. As an educator and coach, Martha sees deep change as a continual learning process which requires a shift in values, beliefs or behavior. As a leadership and change practitioner, she understands that change must be approached systemically and ensure involvement at all levels of the organization. Martha uses a variety of methods to enable organizations to envision a desired future, identify the gaps with the current reality, and mobilize people to take action and address problems successfully to realize their purposes.

Martha began her career in the field of City Management, after completing her MA in Public Administration from the Maxwell School of Citizenship and Public Affairs. She worked for the City of Hartford from 1977 to 1989 in a variety of capacities, including Director of Operations Improvement, Chief of Management Services for the Public Works Department, and Assistant City Manager for Administrative Services.

Following this, Martha joined Aetna Financial Services (AFS), in Hartford, Connecticut, which was later acquired by ING Group, a Dutch-based multinational financial services business. During her tenure with Aetna/ING, Martha held a variety of leadership education and internal consulting positions, including Head of Organization Effectiveness and Leadership Development for the US businesses. In this capacity, she played a key role in the merger of AFS with ING by providing coaching and guidance to ING's senior leaders on creating an integrated culture to support the newly combined organization.

During her last four years with ING, Martha had the opportunity to work and live in the Netherlands as an expatriate with ING Group. During this assignment, she created and led a global Leadership and Change initiative, with the objective of building a high performance culture across ING. During this period, Martha was also responsible for the delivery of a number of cross-business and cross-cultural executive education programs.

Aduro Consulting is named for the Latin word meaning to "light" or "kindle." This is a metaphor for effective leadership, which illuminates the most difficult challenges, resulting in insight, learning, and durable change.

Martha has a Ph.D. in Leadership and Change from Antioch University. Her writing and scholarly studies bring a continual stream of new learning and resources into her practice.