



**INTEGRATED PERFORMANCE SOLUTIONS**  
*Solving people problems in the executive suite*

**Paul Aldo, Ph.D.**

Biographical Information

404.851.9699

[paul.aldo@ipsresults.com](mailto:paul.aldo@ipsresults.com)

Paul Aldo is the Managing Partner of Integrated Performance Solutions, LLC, an Atlanta-based executive consulting firm that helps companies quickly uncover and address the people-to-people issues that waste the time, talent, and potential inhibiting productivity and growth. His areas of expertise include executive and senior manager development, communications, work team effectiveness, and conflict management, all of which are supported by his integrated approach to solving people problems.

By combining his academic training with his extensive business experience, Paul has developed highly effective methodologies and techniques for helping senior managers get the best out of themselves in organizational settings. His coaching plans and developmental programs include:

- Executive Presence and Effectiveness
- New Manager Assimilation and Development
- Communications
- Career Direction
- Team Effectiveness
- Conflict Management

Some of Paul's recent coaching clients include executives and senior managers from AT&T, Ernst & Young, The Lawson Group, and LINPAC Paper.

Before starting Integrated Performance Solutions, Paul was a member of Ernst & Young's Management Consulting practice, where he led several large engagements and worked with executives at some of the nation's leading companies. After the sale of the Management Consulting practice, Paul was appointed Sr. Vice President of Human Resources and CLO of another Ernst & Young enterprise, where he was responsible for designing and implementing the human resources and employee development infrastructure for the company.

Prior to joining Ernst & Young, Paul was an adjunct faculty member at the University of Virginia, where he taught in the McIntire School of Commerce and pursued his interests in workplace performance. Paul has also held executive positions with GE in the United States and Asia-Pacific, where his responsibilities included employee and organizational development. Paul holds a Ph.D. from the University of Virginia, M.S. and M.A. degrees from Western Michigan University, and a B.S. degree from Michigan State University.

Paul is an active member of the Society for Human Resource Management, the International Society for Performance Improvement, and the Hartman Institute.