

Our Staff

The FMS team is comprised of experienced consultants who are practitioners in their respective fields and bring cross-industry expertise to the projects they undertake.

Lyle Kirtman, President and Senior Management Consultant

Lyle Kirtman has been the CEO of Future Management Systems, Inc. and a management consultant for more than 25 years, specializing in leadership development, strategic planning, organizational development, high performance team development, conflict resolution, and executive coaching. Mr. Kirtman has consulted with more than 600 organizations in the profit, non-profit, and government arenas.

Mr. Kirtman serves as a coach to more than twenty CEOs of for-profit and non-profit organizations. He has developed several CEO groups that meet regularly to discuss and learn about leading organizations in today's challenging environment. He also has worked extensively with corporate clients on a range of leadership development issues.

Mr. Kirtman has consulted with a variety of industries and organizations, including a number of Massachusetts health centers, Cisco Systems, the Massachusetts Municipal Association (serving the cities and towns in Mass.), Channel 5 - TV, The Governor's Task Force on Education and Technology in both Massachusetts and New Hampshire, the Executive Office of Human Services and Economic Affairs in Massachusetts, the Department of Social Services, the Department of Youth Services in Massachusetts, Massachusetts General Hospital, UMass Medical School, Farm Aid, Jewish Family and Children's Services, Urban League, Massachusetts Council of Family Servicing Agencies, La Alianza Hispana Inc. and the Lena Park Community Development Corporation.

He has also directly consulted with over 200 school systems on a range of leadership issues and plays a significant state-wide role in leadership policy in support of the Commissioner of the Massachusetts Department of Education.

Currently, Mr. Kirtman is assisting the United Way of Mass Bay in its organizational realignment to meet their new vision., and is providing consultation services to the EPA nationally, on homeland security and emergency response.

Joseph McCarthy, Senior Management Consultant

Joseph McCarthy has had over 30 years of progressive management experience at Polaroid Corporation. For six years, Mr. McCarthy served as site manager for Polaroid's Waltham facility, supervising 300 personnel, overseeing and coordinating all site activities, and managing a budget of \$6 million. Previously, Mr. McCarthy managed Polaroid's chemical development facility, a research and manufacturing operation, for eighteen years. Mr. McCarthy's responsibilities included acting as the direct liaison and off-site manager to Polaroid's overseas plants, such as the Enschede plant in Holland, which required frequent visits between the plants and weekly telephone conversations. Mr. McCarthy has also worked with the Boston Bruins as the player representative working on personal

appearances and endorsements between players and corporate clients. Currently, Mr. McCarthy is consulting with several Massachusetts towns and several large manufacturing companies.

Rose Swensen, Senior Management Consultant

Rose Swensen has over twelve years of experience in human resources and business management and is a trained instructor, facilitator, strategic planner, and customer focus group leader.

As a Senior Management Consultant for Future Management Systems, Ms. Swensen has developed strategic plans for educational institutions and consortia; resolved conflict and negotiated operating terms for two divisions at a nonprofit research organization; developed human resources plans and instruments for nonprofit clients; developed business plans for new client ventures; and conducted workshops on High Performance concepts and skills.

At the Center for Educational Leadership and Technology, Ms. Swensen participated in the creation of several state technology plans, focusing her contributions in the areas of organization/staffing, and organizational/staff development. In this capacity, Ms. Swensen conducted organizational assessments (workflow, structure, and position analyses); created dynamic, competency-based job portfolios for key leadership roles; and developed competency-based supervision/evaluation, staff development, and recruitment/selection processes and templates for school districts nationwide.

Prior to joining Future Management Systems, Ms. Swensen held positions as program director for an educational research and consulting organization; general manager for a software development firm; professional and technical education consultant for the University of Wisconsin-Madison, Division of Information Technology; and senior consultant/manager of accelerated learning programs for a human resources and educational training consulting firm.

Ms. Swensen holds a Master of Science in Business Administration, with a concentration in Human Resources Management, from the University of Wisconsin-Madison.

Wendy L. Rundle, Senior Management Consultant

Wendy Rundle has 15 years consulting experience in developing and implementing communications and strategic plans, and conducting public involvement and planning processes and programs. Using consensus-building techniques and facilitating group processes, she has assisted public, non-profit, and private sector clients in identifying, addressing, and resolving complex, multiparty issues. She is dedicated to promoting open communication and the participation of all stakeholders in planning and decision-making. She has special expertise in the environment, education, arts, and municipal government.

Ms. Rundle's projects in communications, public involvement, and planning have included: Designing and implementing a town-wide strategic planning, visioning, and consensus-building effort for Lexington, Massachusetts. Working closely with Steering Committees and school administrators to develop 3- to 5-year system-wide strategic plans in numerous Massachusetts school districts, including Belmont, Sudbury, and the Triton Regional School District. Designing and implementing public involvement programs for private industry, and state and federal agencies at dozens of hazardous waste sites nationwide.

Ms. Rundle has facilitated numerous group decision-making processes for clients including cross-departmental working issue groups for municipal employees in Lexington, MA; the New Bedford Harbor EPA Superfund Community Work Group; and the Office for the Arts at Harvard University.

Ms. Rundle holds a Master's degree in City Planning, with a specialty in Environmental Policy and Planning from MIT. Previously, she was a Project Manager at ICF Kaiser Engineers, Inc., and a Research Associate at the Public Disputes Program, Program on Negotiation, Harvard Law School.

William E. Allen, Senior Project Consultant

Bill Allen has over thirty years of experience as manager, consultant and researcher in both the public sector and the private sector. The majority of his experience has been as a public school administrator, serving as a principal, instructional director, director of personnel and superintendent of schools.

Mr. Allen has had significant management consulting experience working with a number of state agencies in Massachusetts. These agencies include The Executive Office of Human Services, the Department of Mental Health, the Department of Social Services, the Department of Food and Agriculture, the Department of Fisheries, Wildlife and Environmental Law Enforcement and the Department of Education. In addition Bill has worked with several school systems and private agencies. The primary focus of the consulting was organizational change and strategic planning. Bill was employed by the Department of Social Services for six years serving as its Director of Personnel Planning for two years, after which he served as the Area Director in Fall River.

Mr. Allen holds a B.A. in education from the University of Arizona, Tucson, a M.A. in school administration from the University of Colorado, Boulder and a Doctor of Education in administration/management from the University of Massachusetts, Amherst. Bill was a post doctoral fellow focusing on the management of organizational change at the Graduate School of Education at Harvard University.

Regina Caines, Senior Project Consultant

Ms. Caines has more than 30 years of administrative, managerial, scientific research and leadership experience in major corporations, the public sector, and private agencies where she has had functional responsibility for Human Resources, Operations, and Research. After a 23-year tenure at Polaroid Corporation and service to Cambridge Public Schools as administrator of AA and EEO programs, Ms. Caines currently directs Affirmative Action/EEO/Diversity efforts at MIT.

Charles McCrea, Senior Project Consultant

Charles McCrea has held management and executive positions in public, private and nonprofit businesses. He also had four years of military service as an Army officer. Mr. McCrea has many years of volunteer service; he sits on several nonprofits boards and is chairman of the board of United Methodist Urban Services (UMUS). Mr. McCrea has consulted in the business, nonprofit and faith communities for the past seventeen years.

Mr. McCrea worked at Polaroid Corporation for twenty-eight years. While at Polaroid, he held positions in research, manufacturing, and marketing. His last two executive position there were Director of Environmental Stewardship and Director of the Polaroid Education Program. After leaving Polaroid, Mr. McCrea served as Chief Operating Officer at The Environmental Careers Organization.

Mr. McCrea has consulted with Lyndon State College, Brockton Area Workforce Investment Board, various Head Start Programs, Massachusetts Corporation for Education Telecommunications (MCET), Halsey School – New York , State of Vermont – Agency of Human Services and Department of Corrections, Baltimore Women’s Junior League, Museum of African American History – Detroit and other organizations and individuals.

Mr. McCrea is the President of C.McCrea Associates, an organization that consults with businesses, educational and professional groups in strategic planning, team/community building, coaching/mentoring, diversity and organizational performance.

Joan Tighe, Senior Project Consultant

Over the course of Ms. Tighe’s 20 years working with the Massachusetts family and youth services, workforce development, and economic systems she has held leadership positions in the nonprofit and public sectors both as a professional and a volunteer. She served as Director of the Alliance for Young Families for 14 years, and for the past two years has run her own consulting business specializing in organizational assessment and development, strategic planning, program design and evaluation, and proposal writing.

Patricia Moore, Senior Project Consultant

Patricia Moore has over 20 years of executive management experience in both public and private sector organizations. As Vice President of Human Resources for Boston Medical Center, she led the consolidation of human resources functions and departments during the unique and successful merger of a private

academic medical center and the city's public hospital. Previously, Ms. Moore directed strategic planning and human resources for a large New York City-based construction company with offices around the country. She also worked in a number of senior management roles with New York's Metropolitan Transportation Authority including Chief of Staff and Director of Personnel.

As a consultant, Ms. Moore has undertaken projects related to organizational structure and effectiveness, human resources functional analysis, strategic internal and external communications, executive coaching, labor and employee relations. She has brought her expertise in mergers and acquisitions and change management to clients in both the non-profit and for-profit sectors.

Dr. Richard Warren, Senior Project Consultant

Dr. Warren has thirty-eight years of varying experience in education, thirty-four of which have been in administrative roles. Dr. Warren has served as Director of Community Services, Elementary School Principal, Associate Director of a University based Leadership Development program, Assistant Superintendent of Schools for Curriculum and Instruction and for sixteen years as Superintendent of Schools, the last seven of which were in Franklin Massachusetts, the fastest growing school district in Massachusetts. In Franklin he formed a Learning Leadership Team that developed an ambitious strategic plan that contributed to impressive gains in student achievement complimented by a respectful climate that is aligned and attuned to the system wide vision, mission and core beliefs. The district was selected to present at the Tenth Annual International Model Schools Conference held in Washington, D.C. in the summer, 2002.

In addition, he has taught courses in psychology at a community college and education administration at the University of Connecticut. He has an extensive record of service to school districts throughout New England as well as American and European schools in twelve overseas countries involving work that is associated with program assessment, strategic planning, leadership development, school culture and trouble shooting. These initiatives have been conducted through the New England Association of Schools and Colleges, the European Council of International Schools and the United States Department of State. He has extensive training in leadership development and coaching techniques through: Effectiveness Training Associates, Palo Alto, California (problem solving); Corrigan Health Center (counseling); Motorola University (Learning Leadership Teams and strategic planning) and Stephen Covey Associates (reflective problem solving). He has utilized this training as coach-administrator for the past twelve years.

Dr. Warren received the Doctor of Philosophy degree from the University of Connecticut where he was named a Charles Stewart Mott Fellow. He maintains membership in a number of national and regional associations and currently serves as a member of the Board of Directors for the Open Circle, Social Competency Program located at Wellesley College.

Jerry Wasserman, Senior Consultant

Jerry Wasserman is a management consultant specializing strategic planning, organizational development and human resources. For almost thirty years he has assisted businesses, non-profits and municipalities in fine-tuning their management operations and fulfilling their long range goals. He has also conducted management seminars on a variety of topics in most major cities

around the country and has hands on experience as a health care administrator. In addition, he has been an associate Professor of Management at Berklee College of Music and also taught management at Suffolk University and the University of Massachusetts.

Mr. Wasserman has been providing leadership as a member of the Needham Board of Selectman since 1999. The issues that the Board deals with grow ever more complex and require the solid management knowledge and thorough planning that he has to offer. Previously he served on the Needham School Committee for 9 years. He also served as the Chairman of the Suburban Coalition for more than seven years, and remains a member of the steering committee. The Coalition is an organization of Boards of Selectman and School Committees that have banded together to speak with one voice at the state level on issues of common interest. He is a frequent visitor to the State House representing the Coalition.

Additionally, Mr. Wasserman is a member of the Board of Directors of the Needham Educational Foundation, which provides financial support for public school projects that are outside of the normal budget process. He also serves on the Board of Directors of NOI, a CDC focusing on affordable housing

Mr. Wasserman holds an MBA from Columbia University Graduate School of Business, with a concentration in Industrial Relations and Organizational Behavior.

The FMS staff includes a team of project consultants who provide targeted assistance in specific areas of expertise, including focus group facilitation, survey creation and analysis, and curriculum/special education.

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