



Peter L. Bye



Peter Bye is the President of MDB Group, Inc., a consulting firm that **developed the Business-Aligned® diversity and inclusion strategy**. MDB Group helps its clients, ranging in size from small to Fortune 100, improve growth and business results through diversity and inclusion.

The firm's perspective is that in this era of global business and connectivity, sustained success requires effectively leveraging diversity and inclusion to ensure the highest quality workforce and workplace.

MDB Group applies practical, proven diversity and inclusion technologies to build the workforce and workplace that deliver business results.

A leader in the fields of diversity, inclusion, and executive coaching since 1995, Mr. Bye applies a strategic business perspective to his consulting work. In 2008, **the Society for Human Resource Management (SHRM) selected Mr. Bye as one of 100 distinguished global thought leaders from business, education, and government at its Global Leadership Summit on Diversity and Inclusion.**

Mr. Bye is an acknowledged expert in planning and implementing Business-Aligned diversity and inclusion strategies, policies, practices, communication plans, websites, and employee network groups. He is an accomplished executive coach specializing in people and workplace issues who also has strong business P&L and R&D experience.

Prior to founding MDB Group, Mr. Bye was Corporate Diversity Director at AT&T. He created and deployed the corporation's new diversity and inclusion strategy, focusing on business growth by increasing workforce diversity and improving productivity and innovation. He expanded the relationships with the employee network groups, emphasizing business partnerships. Mr. Bye was the company's primary workforce diversity subject matter expert.

Mr. Bye was an executive coach to the senior leadership team of a Lucent Technologies Business Unit on people and workplace issues. Before that, he held positions as a business manager with P&L responsibility for a \$350 million product family and in business and strategic planning. He started his career in product engineering at Bell Laboratories.

Mr. Bye is a coauthor of the Diversity and Inclusion Profile for ELLA® (Employment Labor Law Audit). He is a **frequent speaker and workshop leader** at Conference Board and other conferences. Mr. Bye has been **quoted in *The Wall Street Journal*, by SHRM, and in many other print and online media.** His articles on planning and implementing diversity and inclusion strategies have appeared in many journals, including *Diversity Factor*, *Profiles in Diversity Journal*, and *Workforce Diversity Reader*. He is **a past member of the SHRM Workplace Diversity Special Expertise Panel** and a past program chair of the Conference Board Diversity Council II.

Mr. Bye **received his bachelor's and master's degrees from Cornell University and a Certificate in Diversity Management from the NTL Institute for Applied Behavioral Science.** He is a **certified administrator of the Intercultural Development Inventory and the Culture in the Workplace Questionnaire™.** He completed the Penn State University Executive Management Program.