

Laurence (Larry) Pearlman Biography



Laurence Pearlman
Sr. Vice President

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Professional Background

Laurence is a Sr. Vice President with expertise in safety culture, safety management systems, enterprise risk, leadership and cultural change. Working with teams that include "C level" executives through to front-line employees, Laurence has been instrumental in designing and implementing transformational change efforts for FTSE 100 and Fortune 1000 companies.

Laurence began his career in 1989 and has held various leadership positions. In addition to Marsh, Laurence has been employed by Oliver Wyman, Amoco, BP, PepsiCo, Diageo and Pfizer.

Education:

MA, Labor & Industrial Relations Human Resources,
University of Illinois at Urbana-Champaign
BBA, Business, University of Iowa

Adjunct Professor, University of Illinois at Urbana-Champaign

Industry and Functional Experience

- Manufacturing
- Transportation
- Energy
- Operational Risk
- Safety Culture
- Safety Leadership & Coaching
- Safety Management Systems
- Behavioral Safety
- Change Management

Selected Client Experiences

- **Board Level Major Hazard and Operational Risk Assessment** – Laurence has led multiple assessments of enterprise risk and Safety Management System effectiveness.
- **Risk Assessment:** Laurence has introduced risk register processes to identify, rank and reduce risk across enterprises, including rail maintenance.
- **Improving HSE Effectiveness:** Routinely identifies organizational issues affecting safety performance. This work results in changes to the HSE function, structure, approach to risk and HSE skills expectations.
- **Safety Culture:** Routinely speaks and consults on safety culture and safety culture assessment. Works with executives to interpret culture assessments, provide focus and agree to safety strategies to improve performance.
- **Safety Culture:** Laurence works with client executives to analyze the safety culture across multiple business units and geographies. The organization then developed benchmarks for personal and process safety culture, prioritized areas of concern and defined leadership expectations.
- **Safety Program & Management System Effectiveness** Assesses the effectiveness of overall safety programs and procedures to identify gaps and provide focus for improvement. Designed SMS for a rail infrastructure firm.
- **Leadership Effectiveness:** Works with leaders at all levels of an organization to set expectations and enable individuals to improve their safety leadership skills which results in improved safety performance.