



Ed provides strategic guidance and direction of the leadership development process for International Paper. As a function necessary for effective business operation, the quality of leadership is a key lever for change in the company. In coordination with senior leadership, Ed helps define key leadership behaviors, traits, and characteristics and incorporates them into the company's Leadership Institute which he is responsible for. Additionally, Ed works with business groups on specific leadership initiatives tailored to their strategic needs. Ed has been with International Paper since 1994.

Ed's previous roles in International Paper included managing the company's worldwide engagement survey process and leading an internal consulting team responsible for maintenance of the company's Union-Free status at over 200 facilities.

Ed graduated with a BS degree in Personnel Management from Oklahoma State University and a Master's of Science in Management from Purdue University's Krannert Graduate School of Management. Ed began his professional career with TRW, Inc. and served in several positions and facilities. Ed later spent time with Exxon Chemical Americas and Nabisco Foods, Inc.

Ed frequently designates his time for public speaking engagements on the topic of leadership and has presented at numerous conferences, while also working with local community, school, and religious organizations. Providing leadership for young adults. Ed serves on the Purdue Krannert Graduate School Alumni Board, on the Board of Session for his church, and a mentor in the Memphis area NEXUS Leadership Program. Ed is a native of Oklahoma; he and his wife Nancy have two adult children. Ed enjoys racquetball, and road/mountain ultra endurance biking when awa...

**Ed Garrison**

## Speech Topics

 Leadership