

**Ahern, Murphy & Associates**  
**“Agency of Change”**

With offices in Syracuse and Buffalo, Ahern, Murphy & Associates is recognized as one of the premier Leadership and Organizational Development firms. As the “Agency of Change” they focus on working with clients to maximize their performance by implementing client tailored award winning programs and processes that quickly allow clients to become more successful in meeting their personal, professional, and organizational objectives.

The scope of services provided by Ahern, Murphy & Associates are diverse and range from Leadership Development to High Performance Team Building to Strategic Performance Planning. The firm has successfully facilitated engagements with firms in the Banking, Health Care, Education, Pharmaceuticals, Automotive, Engineering, Architectural, Construction, Law, Computer, Communication Technology, Retail, Real Estate Development, Energy and Distribution industries. In higher education, assignments have been successfully completed for Cazenovia College, Le Moyne College, Onondaga Community College, SUNY Morrisville, SUNY Upstate Medical University, Syracuse University, and University College.

This dynamic organization was formed in 1998 by Tim Ahern and Bart Murphy. On July 1, 2018 Lindsey A. Zajac joined the team as a Principal. The biographies for the principals are outlined below:

**Lindsey A. Zajac**  
**Biography**

Lindsey A. Zajac is an experienced, Human Resources professional with a demonstrated history of excelling in fast-paced organizations including PepsiCo, Eaton Corporation, Saab Sensis and Next Jump. Training and Development, Talent Management, Employee Relations, Recruiting, and Succession Planning are Lindsey’s areas of expertise. Most recently, Lindsey was employed with PepsiCo as a Senior Human Resources Manager in Buffalo, NY supporting the largest market in the country. In this role, Lindsey was responsible for providing Human Resources support for 1,100 union & non-union frontline associates and managers across nine Upstate NY locations. Lindsey served as a Strategic Business Partner with the PepsiCo Upstate NY Leadership team.

Lindsey co-led the quarterly “Getting Started as a New Supervisor” training for the entire Northeast Region, training close to one hundred new Supervisors each year. In addition, she helped develop new training content that was later incorporated into the curriculum for Frontline Leader Excellence Training that was rolled out to all Managers across PepsiCo nationwide. Lindsey is a proud recipient of PepsiCo’s most prestigious “You Excel” Award as well as multiple “Way to Go” Awards for delivering exceptional results.

In 2018, Lindsey was recruited to join Ahern, Murphy & Associates, where she is able to leverage her passion for leadership development and coaching to help organizations develop and retain their employees while improving their overall performance.

Lindsey holds an Executive Leadership Certificate from Cornell University and an Advanced Coaching Certification from the Gaia Project for Women's Leadership. Lindsey is an authorized Everything DiSC partner and uses the assessments as a way to improve the leadership capabilities of her clients.

Giving back to the community where she lives and works is incredibly important to Lindsey. She serves on the Board of Journeys End Refugee Services and on the Board of the Buffalo Niagara Sales and Marketing Executives (BNSME). Lindsey is an active member of the following organizations: Amherst Chamber of Commerce, Buffalo Niagara Human Resources Association (BNHRA), Association for Talent Development (ATD), and the WNY Chapter of the National Human Resources Association (NHRA). Lindsey supports the Buffalo Niagara Partnership by serving as a facilitator for the Leader Exchange program which helps to develop emerging leaders in Western NY.

Lindsey graduated cum laude from Providence College with a BA in Political Science and a Minor in Women's Studies. Upon graduation, Lindsey moved to New York City to begin her career in Recruiting, where she worked for a staffing agency on Wall Street specializing in the placement of finance and accounting professionals and then joined a Technology Startup, Next Jump, as the head of recruiting to help the company double in size.

Lindsey resides in Williamsville with her husband, John, and their two children, Delaina and Drew.

### **Timothy P. Ahern Biography**

Tim Ahern is a Principal and Founder of Ahern, Murphy & Associates. Tim is the Past Chairman of the Greater Syracuse Chamber of Commerce, Past President of the Syracuse University Football Letterman's Club, Past Chairman of Beacon Federal Bank, Board Member of Byrne Dairy and The Fulton Group and a former trustee at Cazenovia College. He has been recognized for his accomplishments as a Syracuse University Letter Winner of Distinction, The Business Journal of Central New York Top Leadership and Management Development Consultants Award, The Papal Benemerenti Medal, The Cazenovia Fire Department 2011 Firefighter of the Year, 2012 EMS Provider of the Year, and a recipient of the House of Providence Bishop's Medallion.

Tim grew up on a farm in North Syracuse where he achieved athletic and academic success resulting in a Football scholarship to Syracuse University. He graduated in 1978 cum laude with a BS in Accounting and began his business career with Price Waterhouse where he became a CPA.

He left the accounting firm in 1982 to join one of his clients Oneida Limited where he became one of the youngest Vice Presidents in the history of the Company. After Oneida, Tim was recruited in 1986 to join the Pyramid Companies. During his years at Pyramid the firm became the largest and most successful shopping center developer in the Northeast. The positions held by Tim included Leasing Partner, Vice President of Leasing, Vice President of Recapitalization and Chief Operating Officer. He retired as a Partner and Senior Executive in 1998 to form his own Company.

Tim resides in Cazenovia with his wife Carolyn. They have three adult children: Devan, Lindsey and Tyler.

**Bart Murphy**  
**May 1, 1956 to December 11, 2017**  
**Biography**

Bart Murphy was a Principal and Co-founder of Ahern, Murphy & Associates. He retired from the United States Air Force in 1994 after serving 20 years. He was a combat decorated F-16 instructor fighter pilot and was credited with 52 F-16 Air to Air and Air to Ground combat missions during the Persian Gulf War. As a result of his combat duty, Mr. Murphy was awarded one of the Air Forces highest decorations for heroism, the Distinguished Flying Cross. He also was awarded 5 Air Medals, the Aerial Achievement Medal, a Presidential Unit Citation for Valor, the Meritorious Service medal, and the Southeast Asia Combat Service Medal. He has logged over 2500 hours in single-seat Fighter aircraft as an Instructor, an Evaluator and as a Functional Test pilot in both F-16 and A-10 aircraft.

After the military, and prior to joining with Tim Ahern in Ahern, Murphy & Associates, Mr. Murphy was a senior executive with Coyne Textile Services.

Mr. Murphy was a graduate of the University of Missouri, and from the Executive Management Institute of the University of Maryland. He is also a graduate of the United States Air Force Air Command and Staff College and the Academy of Military Science.

Mr. Murphy was an adjunct professor of Organizational Leadership at Syracuse University and University College from 2004 to 2016. In 2012 Mr. Murphy received the Outstanding Professional Achievement Award from the North Syracuse Education Foundation and in 2010, Mr. Murphy received the Syracuse University Excellence in Teaching Award.

In 2006 was honored from the Vatican by Pope Benedict XVI with the Benemerenti Medal for his work in the field of education, and was also honored as the Veteran of the Year by the Ancient Accepted Scottish Rite of Freemasons.

In 2005, Mr. Murphy was named the Businessman of the Year by the Business Advisory Council in Washington D.C. He is also a multiple recipient of the Business Journal of Central New York Top Leadership and Management Development Consultants Award.

Mr. Murphy died on December 11, 2017 after a heroic battle with cancer. His memory and message will live on forever.

Learn more about the programs and services of Ahern, Murphy & Associates: [www.ahernmurphy.com](http://www.ahernmurphy.com)