

Putting the right people and processes together

We provide coaching, placement and assimilation services to talented executives and organizations looking to make a sustainable, valued difference.

Services

Our innovative coaching and consulting services are proven to enhance value and operative effectiveness.



Executive Search

Our personalized approach ensures our clients meet the most qualified candidates, both in level of experience and as they complement the workplace culture.

Leadership Team Effectiveness

Off-site management meetings foster development of objectives, implementation of plans and improved working relationships.

Coaching/Mentoring/Advising

We leverage our cross-industry experience to provide valuable performance-based feedback and support employees' personal and professional growth.

Additional Services

- Succession Planning
- Employee Engagement Strategy
- Organization Efficiency/Effectiveness
- Labor/Management Strategy
- Human Resource Functional Excellence

Our total package selection model is a comprehensive system that includes placement, assimilation and coaching.

Philosophy

Our commitment to success and diverse experience gives us the ability to deliver.



4 Steps to Excellence



Invest

Human Resources are an investment to achieve long term value, and we deliver solutions to enhance that investment.



Risk

Managing risk cannot be taken for granted, so our total package selection model minimizes risk from placement through assimilation.



Diversity

Because every client is unique, the cookie cutter approach just doesn't cut it. Our diverse experience gives us the capability to tailor results to each individual client.



Engagement

Employee engagement is what produces long-term, sustainable results, which is why we're committed to selecting leaders and offering services for a highly engaged workforce.

Clients

While our clients come from a range of backgrounds, they all have one thing in common – a need for the best team and the best tools.



Manufacturing/Distribution

- Lockheed Martin
- Harris Corporation
- Hess
- Porex
- AJ Oster
- Olin Brass

Consumer Packaged Goods

- Kraft
- Pepperidge Farm
- Kellogg's
- Oscar Mayer
- Tim Hortons

Medical/Pharmaceutical

- Quest Diagnostics
- KCI
- Pacira
- Virtua

Our Founder



Brian J. Bohling, founder of Pine Valley Resources Inc., LLC, has more than 30 years experience as a senior human resources executive with companies including GE, Honeywell, Campbell Soup Company and Hess Corporation.

Brian J. Bohling
Founder, Pine Valley Resources

Prior to founding Pine Valley Resources, he was the Chief Human Resource Officer at Hess Corporation, a \$41 billion energy company and one of Fortune's Top 100 largest companies in the United States. Mr. Bohling led global human resources for 14,000 employees in more than 27 countries.

Mr. Bohling also served as VP of Human Resources for Trane Air Conditioning and the Campbell Soup Company's Frozen & Specialty Foods Division, where he implemented the first talent management process for its Meal Enhancement Group.

Earlier in his career, Mr. Bohling worked with GE Aircraft Engines, Major Appliances and Aerospace organizations for nine years, earning recognition from CEO Jack Welch for having the best Labor-Management model in the company.

As the founder of Pine Valley Resources, Brian has coached and worked with the following leadership teams in the last few years: Kraft, Tishman Construction, Kellogg's, Lockheed Martin, Pepperidge Farm and Quest Diagnostics. The focus of the work has been on Executive Search, Executive Coaching, High Performance Work Teams and Business Process Innovation and Improvement.