



# Andrew J. O'Connor III

NEW JERSEY, USA

Principal,  
A.J. O'Connor Associates

## NOTABLE FIRM CLIENTS

- Becton Dickenson
- EmblemHealth
- Global Aerospace
- Insmed
- Johnson & Johnson
- Kyowa Kirin
- Novartis
- Panasonic
- Wyndham

## SPECIALTIES

- HR Consulting and Coaching
- Client Relationships
- Established, Networked Business Leader
- Respected Community Leader

## INDUSTRY EXPERIENCE

- Fortune 500
- Pharmaceutical
- Biotechnology
- Multinational Corporations
- Small/Medium Business
- Consumer Goods

## Career Background

For nearly 25 years, Andy proudly served as the second-generation owner and President of A.J. O'Connor Associates (AJO), an HR consulting firm that was founded in New Jersey in 1983. In 2022, he assumed the role of Principal and head of business development when he transitioned the ownership of the firm to the third-generation, Shannon O'Connor Bock.

Over the course of his thirty four-year tenure, Andy expanded service capabilities, extended the organization's geographic reach through national and international service delivery, and grown the AJO team to over 110 coaches and consultants who deliver distinctive, leading-edge team and leadership development, executive coaching and career transition services today. Andy is the inspiration behind the team that executes with excellence, encourages new and innovative ideas, and delivers smart, practical, tailored experiences and programs.

Prior to joining AJO, Andy served with the New Jersey Attorney General's Office, held positions within Continental Insurance Company and Paine Weber, and performed leadership roles in government as an elected councilman and public safety director.

## Noted Accomplishments

- Expanded the company's client base by 300% while maintaining relationships that date to AJO's inception.
- Launched and developed AJO's Coaching Practice into a recognizable brand within the tristate area; acknowledged first mover and pioneer in the field of executive coaching.
- Led the design and growth of the firm's HR consulting practices which more than tripled in size in the last 15 years.
- Established and sponsored senior business networking groups which include the HR Leader Exchange, Coaches Forum and the Executive Networking Forum.
- Awarded the Quality of Excellence Award for creativity from the Association of Career Firms International and Spherion's (now Randstad) Legendary Service Award.

## Education

MA and BS, John Jay College, New York City; Graduate of Morris County's "Leadership Morris Program"

## Additional Information

Member: Fairleigh Dickinson University (FDU) Center for Human Resources Studies, Society for Human Resource Management. Active Member: BioNJ. Board Member: Cornerstone Family Programs. Former Board roles: New Jersey Human Resource Planning Group; Shakespeare Theatre of New Jersey. Past President of the Florham Park Jaycees. AJO supports organizations through charitable giving and program participation. Personally, Andy is an avid cyclist (23-year Police Unity Tour rider/marshal), accomplished skier, and proud grandfather (G-Pa) to six grandchildren, Taylor, Andrew, Carleigh, Connor, Brinley and Kellen.