Mark Herzog is an Organizational Consultant and Certified Executive Coach who provides highly sophisticated consulting services to expand and strengthen the organizational resources, infrastructures, and systems of non-profits, corporations, associations, and universities. He also provides concentrated, results-driven certified coaching services to executives and managers as they develop their full professional potential.  From 1994 to 2013, Mark was the Associate Director of the D.C. Bar Pro Bono Program and was instrumental in its transformation from an outmoded lawyer referral service to one of the nation's most effective and innovative pro bono programs.  Prior to joining the Pro Bono Program, Mark was an adjunct professor of law at the D.C. Law Students In Court Program and a senior staff attorney at The Legal Aid Society, Criminal Defense Division, New York City.  He graduated from The George Washington University Law School and the University of Florida with a B.S. in Accounting.  Mark is a former vice-chair of the board of directors of Whitman-Walker Health, a former co-chair of the LGBT Bar Association of the District of Columbia (formerly GAYLAW), and a former board member of the Washington Council of Lawyers.