

VERONICA SCHMIDT HARVEY, PH.D.

515 E. Carefree Hwy., #1000
Phoenix, AZ 85085

<https://www.linkedin.com/in/schmidtharvey/>
www.SchmidtHarvey.com

veronicas.harvey@gmail.com
281-610-2049

HIGHER EDUCATION

- Ph.D. Industrial/Organizational Psychology Iowa State University, 1988
- *Doctoral Dissertation: An analysis of gender differences in experiences contributing to management development.*
 - Nominee for Excellence in Training Research by dissertation committee
- M.S. Counseling Psychology Iowa State University, 1985
- *Master's Thesis: The effects of organizational support of family roles on home-career conflict and organizational commitment.*
 - Iowa State University Excellence in Research Award
- B.S. Psychology Iowa State University, 1983
- Graduation with Distinction (Top 2%); English Minor
 - Sigma Xi Research Honor Society
 - Psi Chi Psychology Honorary
 - Laura Vernon Memorial Scholar (99th percentile on Psychology GRE)
 - PACE Academic Scholarship
 - Phi Kappa Phi National Honor Society
 - Alpha Lamda Delta Honorary

PROFESSIONAL EXPERIENCE

**SCHMIDT
HARVEY**
CONSULTING

Schmidt Harvey Consulting, LLC
Phoenix, AZ

2015-Present

Principal for an independent consulting firm specializing in leadership development and talent management. The firm's focus is on transforming lives, leaders, and organizations by being exceptional stewards of pivotal career moments; putting in motion learning trajectories that set the stage for lifelong growth; accelerating transformational learning; creating healthy, fulfilling careers and engaging workplaces; measurably improving clients' talent pipeline, contributing to sustainable growth and success. Core service areas include leadership development, assessment, selection process design, organizational assessment and employee engagement.

Serve as adjunct consultant for Aon, Kincentric, Right Management, BTS, NuBrick Partners, and Lockton Talent and Culture. Provided services to the following organizations: Allstate, Astra Zeneca, Bank of America, Brown Foreman, Cargill, Cox Health, Fedex Services, Fort Wayne Housing Authority, Hershey, Lurie Children's Hospital, Marathon Oil, MD Andersen, Merck, Murata, Nestle-Purina, Procter & Gamble, Prudential, SNCLavalin, St. Mary's University, Southwest Network, Syngenta, Underwriter's Lab, University Health Systems, Vertex, and Youngstown Metro Housing Authority. (*See Appendix for additional project details.*)

AON Hewitt

Aon Hewitt
Houston, TX

1997-2015

Aon Hewitt, the HR consulting and services arm of Aon, is a leading human capital consulting and outsourcing firm. As of 2015 the firm had 30,000 professionals and staff serving 20,000 clients worldwide including more than 50% of the Fortune 500 and the majority of the Fortune 100. Aon Hewitt has 300 offices in 90 countries, providing end-to-end HR solutions.

Served in leadership positions with increasingly complex responsibilities in a rapidly growing firm, ultimately achieving level of full partner. Sold, led and maintained a wide range of high-impact talent management programs for numerous public and private organizations across energy, manufacturing, government, technology, financial services, and transportation and retail industries. Consulted on talent and organizational development issues including competency modeling, job design, performance management, leadership assessment, leadership pipeline development, succession planning, selection system development and validation, diversity, engagement, climate and multi-rater surveys. Consistently achieved or exceeded sales

goals (\$1.5 to \$2.25M), productivity targets (30-50% utilization) and account management responsibilities. Directed 20-40 projects annually with revenue of \$3-5M each year.

- ***Partner, Leadership Services Practice***
Market, sell and deliver assessment and leadership solutions nationally within the Performance, Rewards and Talent Practice. Primary areas of focus: leadership pipeline development, talent management, assessment and selection. Led teams in redesign of global Next Generation leadership assessment suite of tools (LEADeR®) and development of marketing strategy. Served on interview team for 2014 Top Companies for Leaders® Research.

2011-2015
- ***Senior Vice President, Human Capital Consulting, Central-West Regional Leader***
Marketed and sold client solutions across Central West Region in all areas of Human Capital Consulting including talent, change, communications, and recruitment process outsourcing. Led nationally focused local and remote teams in delivery of services. In addition, initiated and managed development of new behavioral interview library. Served on interview team for 2011 Top Companies for Leaders® Research.

2007-2011
- ***Senior Vice President, Human Capital Consulting, Southeast Regional Practice Leader***
Directed Talent Solutions Consulting practice for newly established Southeast Region including service delivery, practice leadership, profitability and sales growth. Shared leadership responsibility for all professional and administrative staff in Consulting Services Delivery Group. In addition, created new leadership Behavior Lexicon product to support competency modeling practice.

2006-2007
- ***Senior Vice President, Talent Solutions Consulting, Associate Director Consulting Services***
Supported management of the Consulting Services Group, a national practice with 140+ professional and administrative staff responsible for delivering services including project staffing, performance management, training, engagement, recruitment and selection. In addition, implemented PeopleCare initiative to re-energize consulting team, resulting in zero turnover in following year. Designed Leadership Excellence suite of training products targeted for mid-level and executive leaders.

2003-2006
- ***Senior Vice President, Talent Solutions Consulting, Central Region***
Served as account manager and project director for national Talent Solutions Consulting practice and shared leadership responsibilities within Central Region. Sold and directed projects, ensuring quality deliverables and client satisfaction generating approximately \$3M in revenues per year.

2001-2002
- ***Vice President, Human Resources Consulting Group***
Managing Director for the Houston office of Aon Consulting Worldwide. Led Houston based team of 8-15 professional and administrative staff; overall leadership responsibilities for sales, marketing, financials and operations. Achieved office revenues of \$1.0 – 1.4M annually with NOI of 21 - 39%. Directed wide range of talent management consulting projects.

1997-2001

Aon Hewitt - Example Projects and Client Engagements *(See Appendix for additional project details.)*

- ***Competency Modeling and Job Analysis:*** Anheuser-Busch, Aon Corporation, BNSF Railway, Dell Computer, Delta Airlines, DSW Shoes, Value City Department Stores, Payless Shoe Source, Qwest, Waste Management, Union Pacific Railroad, Toyota Financial Services, Walgreens, Molson-Coors.
- ***Talent Acquisition and Assessment System Design:*** BNSF Railway, Caterpillar, Corestaff, Cornerstone Staffing, Dell Computer, Ecolab, Frito-Lay, GATX, Iowa Interstate Railroad, Johns Hopkins, Los Angeles Sheriff's Department, Occidental Petroleum, OXXO, The Home Depot, Tucson Electric Power, Union Pacific Railroad, Visiting Nurse Services of New York, 7-Eleven, Blood Systems.
- ***Leadership Assessment, Coaching and Development:*** Union Pacific Railroad, Cargill, Advanced Technology Services, Aon Corporation, Bank of America, Bank of New York, McGraw Hill, Delta Airlines, Empire Electric, FedEx Services, Hewlett Packard, Michaels, Nestle-Purina, United Airlines, Reinsurance Group of America, Retail Ventures, Southern California Edison, SunGard, Syngenta, Hershey, Molson-Coors, Ping Identity.
- ***Performance Management and Multi-Rater Feedback:*** Commodity Futures Trading Commission, Avnet, Easton Sports, Molson-Coors, ExxonMobil, Golden Eagle (Anheuser Busch Distributor), Thunderbird Graduate School of Management, Ping Identity

- *Organizational Assessment and Development:* Saint Francis Medical Center, Dresser-Rand , United Airlines, Retail Ventures, Reinsurance Group of America, 7-Eleven, Lyondell, BHP Billiton, Noble Drilling, Occidental Petroleum

Aon Hewitt - Product Development and Innovation Examples

- *Accelerated Learning Model* – Led team in development of a model integrating learning agility (individual differences), learning behaviors, and supporting organizational systems. This included supporting a colleague’s dissertation research and creating tools for selecting learning agile leaders.
- *Next Generation LEADeR® Assessment* – Led team of consultants and technology staff in fully redesigning web-based leadership assessment system; included development of all content for Emerging Leader version including update of competency lexicon, automated simulation, telephone roleplay assessments, multi-rater survey, tests and integrated, modular report.
- *Virtual Workforce Initiative* – Chaired a team of consultants in assessing need for new processes and procedures internally associated with increasingly virtual workforce.
- *Accelerated Leadership Development Modules* – Co-led the redesign of leadership development modules integrating the best of legacy Aon and legacy Hewitt intellectual property resulting in four 2-day modules: 1) Leading Self, 2) Leading Others, 3) Leading the Business and 4) Leading Change.
- *Innovation Team* – Served as participant and leadership liaison for Human Capital Innovation team charged with making recommendations for increasing innovation across the practice.
- *Enterprise Learning Assessment* – Directed a cross-practice team creating tools and processes for assessing learning processes across the organization including interview guides, questionnaires and report format.
- *Development Resource Library* – Guided the development of content for on-line leadership resource library including 1) books, journals, and articles, 2) seminars, conferences, and classes, 3) video tapes, audio tapes and computer-based training, 4) fast break and on-the-job activities
- *Talent Management Training*– Integrated and packaged existing intellectual property into professional participant and facilitator materials for Competency Modeling, Performance Management and Behavioral Interviewing.
- *My Leadership Journey* – Key contributor to design and publication of a leadership self-study journal and reflection guide.
- *Leadership Excellence Training* – Directed the development of 5, two-day leadership development modules including comprehensive participant and facilitator guides, prework and homework.
- *Workplace Practices Inventory* – Led the development of test items for predicting accidents, injuries and safety-related behavior; subsequent validation resulted in test that reduced workers’ compensation claims by as much as half.
- *Behavioral Anchor Lexicon* – Facilitated the design of a behavioral anchor database to support competency modeling and performance management; this includes thousands of performance indicators for 60 leadership enablers for 4 different role levels (individual contributor to executive) and 4 different performance levels (highly effective to ineffective).
- *Behavioral Interview Library* – Facilitated the compilation of existing behavioral interview content into commercial product including 645 question sets across 90 competencies (questions, probes, behavioral anchors).

1993-1997

SCHMIDT *Schmidt Harvey Consulting*
HARVEY Scottsdale, AZ
 CONSULTING

Founder and owner of an independent talent management consulting firm, delivering services primarily in the southwest. Consulting practice focused on improving the performance of organizations through assessment, selection and development of people. Key areas of service included management assessment, development and validation of testing systems, design and implementation of behavior-description interviewing processes, video-based testing, individual assessment, job analysis and training needs assessment. Profitable within the first year; Established a base of over 30 satisfied corporate clients during 4 years of operation including Dial Consumer Products, Continental Circuits, Bank One, Pella Corporation, PET’sMART, and the City of Phoenix.



Pella Corporation
Pella, IA

1988-1993

Privately held leading manufacturer of premium-quality window and door products, repeatedly recognized by Fortune as one of the 100 best places to work.

- ***Manager of Management Development, Training and Communications*** 1990-1993
Directed all organizational development, management development, and training and employee communication activities. Designed and implemented organization's first integrated leadership development process linking performance management, development planning and learning resources. Also developed leadership development curriculum for Pella Distributors. Supervised a staff of two professionals and 20+ adjunct trainers. Recognized at Pella Corporation for Exemplary Performance in 1991 and 1992 (Top 5% of Employees).
- ***Management Development and Communications Specialist*** 1988-1990
Coordinated organizational development, assessment, management development, and training and employee communications. Increased total training hours and satisfaction while reducing costs. Designed and implemented leadership development curriculum based on 70-20-10 model. Led corporate redesign team in implementation of self-directed work teams. Administered tuition assistance program. Prepared all corporate newsletters and other special communications such as recruitment and benefit brochures. Recognized at Pella Corporation for Exemplary Performance in 1989 and 1990 (Top 10% of Employees).



Iowa State University
Ames, IA

1983-1988

- ***Training and Development Specialist – Human Resources Department (Assistantship)*** 1985-1988
Supported the management of leadership development and training programs serving over 8,000 management, professional and hourly personnel. Designed, implemented, and evaluated training programs. Assessed training needs and developed appropriate curriculum and instructional materials. Developed methods for evaluating the effectiveness of training programs and instructors. Conducted supervisory training. Consulted with staff members and administrators concerning performance appraisal systems and skills development. Served as chairperson for the 1986, 1987 and 1988 I.S.U. Women's Conferences attended by over 700 women annually.
- ***Tutoring Office Manager - Student Services Manager (Assistantship)*** 1983--1985
Managed department providing tutoring services for approximately 3,000 student clients annually. Interviewed and hired tutors and assigned clients. Coordinated payroll, tutor recruitment, client billing and tutor training. Designed and implemented survey of tutor needs/satisfaction and tutor training program.
- ***Career and Personal Counselor – Student Services (Practicum)*** 1984-1985
Engaged in individual counseling with university students. Assisted with concerns regarding curriculum choice, career goals, and social and personal adjustment. Developed a walk-in career clinic for clients with vocational concerns. Counseled students regarding career options and facilitated exploration via a career library and SIGI, a computerized vocational interest assessment system. Administered and interpreted occupational interest tests and referred clients to other counseling services when appropriate.



Blue Cross and Blue Shield of Iowa

Des Moines, Iowa

1984

▪ ***Human Resources – Special Projects (Internship)***

Coordinated a variety of special projects under the sponsorship of the Vice President of Human Resources. Researched and developed reports on the history of childcare initiatives in Des Moines and made recommendations for a public/private childcare network. Conducted research on impact of work-life balance programs on organizational commitment. Conducted evaluation of corporate wellness program.



Northwest Iowa Mental Health Center

Spencer, Iowa

1982-1983

▪ ***Occupational Outpatient Therapist (Internship)***

Assisted with occupational and recreational therapy in the adult outpatient and partial hospitalization programs. Conducted group therapy and individual counseling. Assisted with the Community Support Program and prepared articles on mental health topics for local press.

PROFESSIONAL SERVICES AND AFFILIATIONS

▪ **Society for Industrial/Organizational Psychology**

- Workshops and Learning Programs Chair (includes Pre-Conference Workshops; Friday Seminars; Work Smart and Advanced Professional Development offerings) 2023-2025
- Work Smart Virtual Learning Series Team Chair (a start-up SIOP Venture) 2021-2023
- Conference Workshop Committee (Chair Successor) 2024-2026
- Conference Workshop Committee 2018- 2021
- Member 1990-Present

▪ **Society of Consulting Psychology**

- Editor – *Consulting Psychology Journal* - Special Issue on Learning Agility 2021-2022
- Member 2016-Present

▪ **American Psychological Association**

- Division 17 (Counseling) 1984
- Division 35 (Psychology of Women) 1984
- Member 1984-Present

▪ **Best Companies in Learning and Development Sponsored by Chief Learning Officer**

- Learning Elite Judge 2017-2018

▪ **Association for Talent Development /American Society for Training and Development**

- Member (Houston) 2016-2018
- Member (Phoenix) 2009-2011
- Communications Committee (Des Moines) 1990-1991
- Innovation in Communication Award (Des Moines) 1991
- Board of Directors (Des Moines) 1990-1992
- Member (Des Moines) 1989-1992
- Member (National) 1983-1991

▪ **Human Resource Planning Society**

- Member 2008- 2010

▪ **Society for Human Resource Management**

- Houston Chapter (Houston Human Resource Management Association) 1990-2015
- Board of Directors/Programs Chair (Houston) 2001-2003
- Member (Houston) 1997-2006
- Phoenix Chapter (Metro Phoenix Human Resource Association)
- Communications/Public Relations Committee (Phoenix) 1995-1996
- President's Quality Award for Communications Initiative (Phoenix) 1996
- Board of Directors/Secretary (Phoenix) 1996-1997
- Member (Phoenix) 1994-1997

- **Employment Management Association** (*Merged with SHRM*)
 - Houston Region Founder & Steering Committee Chair 2000-2003
 - SHRM Pinnacle Award 2003
 - Phoenix Chapter Board of Directors & Newsletter Editor 1995-1997
 - Member (National) 1995-2003
- **Houston Local SIOP Chapter**
 - Board of Directors 2018
 - Member 1997-2018
- **Personnel Testing Council of Arizona**
 - Board of Directors 1994-1997
- **National Association of Sales Professionals**
 - Education Institute President 1994-1997
 - 1995 Award for Excellence 1995
- **Iowa Business Council**
 - “Making the Grade” Team 1993
 - Advisory Committee 1992-1993
- **State of Iowa Educational Outcomes Project**
 - Advisory Committee 1992-1993
- **Governor of Iowa’s Alliance for Math and Science Education**
 - Executive Committee 1989-1993
- **Iowa State University Women’s Conference**
 - Conference Chair 1985-1986
 - Conference Chair 1986-1987
 - Conference Chair 1987-1988
- **Iowa State University Psychology Club**
 - Treasurer 1982
 - President 1981
 - Secretary 1980

PUBLICATIONS

R=Peer Reviewed

Journals

- R ▪ De Meuse, K. P., & Harvey, V. S. (2022). Editors - *Consulting Psychology Journal: Practice and Research*, Special Issue on the science and practice of learning agility, 74(3).
- R ▪ Harvey, V. S., & Valerio, A.M. (2022). Coaching to develop learning agility. *Consulting Psychology Journal: Practice and Research*, 74 (3), 269–290.
- R ▪ De Meuse, K.P. & Harvey, V.S. (2022). The science and application of learning agility: introduction to the special issue. *Consulting Psychology Journal: Practice and Research*, 74 (3), 207-214
- R ▪ Harvey, V. S. (2006). The Blackwell handbook of personnel selection. *Personnel Psychology*, 59(3), 750.
- R ▪ Clevenger, J., Pereira, G. M., Wiechmann, D., Schmitt, N., & Harvey, V. S. (2001). Incremental validity of situational judgment tests. *Journal of Applied Psychology*, 86(3), 410.
 - Schmidt, V. J. (1987). Work and family life: A delicate balance. *HRMagazine*, 32(8), 40-46.

Books and Book Chapters

- Harvey, V. S., & De Meuse, K. P. (2021). *The age of agility: Building learning agile leaders and organizations*. London: Oxford University Press.
- De Meuse, K. P., & Harvey, V. S. (2021). Learning agility: The DNA for leaders and organizations in the twenty-first century. In V. S. Harvey & K. P. De Meuse (Eds.), *The age of agility: Building learning agile leaders and organizations* (pp. 3-30). London: Oxford University Press.
- Harvey, V. S., & Prager, R. (2021). Developing learning agile behavior: a model and overview. In V. S. Harvey & K. De Meuse (Eds.), *The age of agility: Building learning agile leaders and organizations* (pp. 145-181). London: Oxford University

Press.

- Harvey, V. S., & De Meuse, K. P. (2021). Learning agility: What we know, what we need to know and where do we go from here. In V. S. Harvey & K. De Meuse (Eds.), *The age of agility: Building learning agile leaders and organizations* (pp. 445-478). London: Oxford University Press.
- Thomas, S., & Harvey, V. (2021). Developing learning agility: Through the lens of a leader. In V. S. Harvey & K. P. De Meuse (Eds.), *The age of agility: Building learning agile leaders and organizations* (pp. 517-524). London: Oxford University Press.
- Harvey, V. S., (2006). Multiple sections including Exploring beliefs; Exploring leadership heroes; Exploring Challenges; Course Charting Tools. In K. L. Rogg & Greenwood, D. M. (Eds.), *My leadership journey: Charting a course to leadership wisdom*. Chicago, IL; Aon Consulting, Talent Solutions Consulting Group.
- Schmidt, V. J. (1993). Case study: Training at Excilon Department Store. In L. Reichel (Ed.), *Student workbook for Muchinsky's psychology applied to work*. United Kingdom: Brooks/Cole.

Research Papers

- Harvey, V. S., & Cartagena, S. (1999). A longitudinal study of the effects of multi-rater feedback. [Symposium Paper]. Society for Industrial Organizational Psychology, Annual Conference, Atlanta, GA
- Harvey, V. S. (1994). *An Analysis of Selection Practices in the Phoenix Metropolitan Area*. [Research Report].
- Schmidt, V. J. (1988 - April). Analysis of gender differences in experiences contributing to management development. Doctoral Dissertation. Iowa State University, Ames, IA. <http://lib.dr.iastate.edu/rtd/9725/>
- Schmidt, V. J. (1985 – February 9). The effects of organizational support of family roles on home-career conflict and organizational commitment. Master's Thesis. Iowa State University, Ames, IA.
- Schmidt, V. J. (1984). *A History of Child Care Initiatives in Des Moines*. [Research Report]. Des Moines, IA: Blue Cross Blue Shield of Iowa.
- Schmidt, V. J., & Krulewitz, J. (1983). *The effects of gender, type of assault and identification with participant on attributes of sexual assault*. [Unpublished manuscript]. Iowa State University, Ames, IA.

White Papers and Special Reports

- Harvey, V. S., Ruyle, K., & De Meuse, K. P. (2021 - January). *Influences on the Continuum of Individual Responses to Change: Part 1 of a Series*. [White Paper].
- Harvey, V., Prager, R., & Shon, D. (2015 - May). *Accelerating Development: Selecting and Developing Agile Learners*. [White Paper]. Aon Hewitt.
- Harvey, V., Oelbaum, Y., & Prager, R. (2015 - June). *Technology: Taking Leadership Assessment from Good to Great*. [White Paper]. Aon Hewitt.
- Harvey, V., Oelbaum, Y., & Prager, R. (2015 - April). *Leadership Assessment: The Backbone of a Strong Leadership Pipeline*. [White Paper]. Aon Hewitt. https://irp-cdn.multiscreensite.com/6914469f/files/uploaded/Leadership_Assessment_Backbone_of_a_Strong_Leadership_Pipeline.pdf
- Harvey, V. S., & Donohue, J. (2013 - January). *Accelerating Leadership Growth: Teaching Leaders How to Learn*. [White Paper]. Aon Hewitt. https://irp-cdn.multiscreensite.com/6914469f/files/uploaded/2013_Accelerating_Leadership_Growth_white_paper.pdf
- Schmidt, V. S., Davis, R., DeBoef, L., Desjardins, C., Gilbert, R., Long, B., & McKinstry, C. (1991). *Assessment of Human Resource Utilization Using the Malcolm Baldrige National Quality Award Guidelines*. [Research Report]. Pella, IA: Pella Corporation
- Schmidt, V. (1984). *A History of Child Care Initiatives in Des Moines, Iowa*. [Research Report]. Des Moines, IA: Blue Cross Blue Shield of Iowa.

Newspapers, Newsletters and Blog Posts

- Harvey, V. S., & De Meuse, K. P. (2022 – January, In Press). 9 learning agility strategies to help you thrive during challenging times. Wharton Healthcare Quarterly.

- Harvey, V. S., & De Meuse, K. P. (2020, May 19). Landing on our feet: the importance of learning agility in a world turned up-side-down, [Society for Industrial Organizational Psychology Blog Post]. <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4534/Landing-on-Our-Feet-The-Importance-of-Learning-Agility-in-a-World-Turned-Upside-Down>
- Harvey, V. S. (2020, July 2). Quietening the inner critic and creating space to heal. [Blog post] <https://www.schmidtharvey.com/we-ll-be-fine-quieting-the-inner-critic-and-creating-space-to-heal>
- Harvey, V. S. (2020, May 22). The importance of learning agility in a world turned up-side-down. [Blog post] <https://www.schmidtharvey.com/landing-on-our-feet-the-importance-of-learning-agility-in-a-world-turned-up-side-down>
- Harvey, V. S. (2017, January 12). New year's resolution? Try learning to learn. [Blog post] <https://www.schmidtharvey.com/the-process-of-becoming>
- Harvey, V. (2006 – June). Getting a grip on employee turnover: Focusing on assessing employee fit. *Forum: Insights into Human Resources Solutions*. [Aon Consulting Client Newsletter].
- Harvey, V., (2003). Leadership Excellence: 1) *Edge: Leading with Creativity and Courage*; 2) *Envision: Leading with Purpose and Insight*; 3) *Energize: Leading through Inspiration and Influence*; 4) *Execute: Leading through Focused Action*, and 5) *Integrity: Leading with Values and Character*. [Leadership Training Participant Guides, Facilitator Guides, Handouts and Presentation Materials]. Aon Hewitt.
- Harvey, V. (2000- Summer). Hiring for keeps: Choosing employees who will stay. *Employment Practices Liability Alert*. [Newsletter]. Chicago, IL: Aon Financial Services Group.
- Harvey, V. (2000 – April). Hiring for keeps: Choosing employees who will stay. *Forum: Insights into Human Resources Solutions*. [Aon Consulting Client Newsletter].
- Harvey, V. (1997 – November 28). Staff Turnover: A Top Concern of Firms Throughout Country. *Houston Business Journal*.
- Harvey, V. (1996) Employee selection integral to service and profitability at Federated Insurance. *Metro Phoenix Human Resources Association Newsletter*.
- Harvey, V. (1996) Everyone wins with employee referral program at Enterprise-Rent-a-Car. *Metro Phoenix Human Resources Association Newsletter*.
- Harvey, V. (1996 – January). Employment professionals split on impact of workplace literacy. *News and Views: Newsletter of the Personnel Testing Council of Arizona*.
- Harvey, V. (1995-1997). *Employment Management Association Monthly Newsletter*. Editor for 24 issues.). Relevant articles authored are the following:
 - How does your hiring process stack up? Benchmarking employment practices in Phoenix – Marh 1995
 - Employment practices in phoenix: Commonly used techniques may not be most accurate – April 1995
 - Selection and your bottom line – May 1995
 - Preemployment testing: Misunderstood and misused – June 1995
 - Most common selection technique proves least accurate – October 1995
 - Biodata: An infrequently used but effective selection tool – November 1995
 - Employment professionals split on impact of literacy – December 1995
 - Reference checking – January 1996
 - Video simulations bring realism to selection process – February 1996
 - Accuracy, interviews and recruitment top list of employment concerns – March 1996
 - Employment outtakes – April 1996
 - Seven misconceptions about personality testing – May 1996
- Jacobs, L., & Harvey, V.S. (1995 – April). Creating learning organizations. *SunTracks – Newsletter for ASTD Phoenix*.
- Harvey, V. (1995). *The Recruiter*. [Newsletter]. Chicago, IL; Terra-Star Inc. Network Services. Article series:
 - Selection savvy part I: Selection practices and the bottom line
 - Selection savvy part II: The benefits of preemployment testing
 - Selection savvy part III: Structuring interviews improves accuracy

- Selection savvy part IV: Biodata: An infrequently used but effective selection tool
- Selection savvy part V: Video simulations bring realism to selection process
- HR Bloopers (or “a funny thing happened to me in the hiring process”)
- Harvey, V. (1994 - October). Diversity a Business Priority in 75% of Corporations. *Tucson Star*.
- Schmidt, V. (1998-1992). *Pipeline*. American Society for Training and Development Monthly Newsletter, Editor for 24 issues. Author of the following:
 - Management development: What do we know? What can we learn? (February 1991).
 - Members rate challenges for the 1990s (November 1990).
 - Involvement and structure key to communications (May 1991).
 - Improving communications (June 1992).
 - HRD On-Site: Training and Development at Rolscreen Company (November, 1989).
- Schmidt, V. (1988-1993). *Rolscreenings*. Pella Corporation Employee Weekly Newsletter. Editor for 260 issues.
- Schmidt, V. (1988-1993). *The Window*. Pella Corporation Monthly Employee Newsletter. Editor for 60 issues.
- Schmidt, V.J. (1987). The Supreme Court decision on maternity leave: Victory for women and family or new excuse for discrimination. *Iowa State Daily*.
- Schmidt, V.J. & Scott, N.A. (1986). Home-career conflict: An exploration of the delicate balance. *Proceedings of the Annual Convention of the American Psychological Association (94th, Washington, DC, August 22-26, 1986)*. <https://eric.ed.gov/?id=ED28307>
- Kay, C., & Schmidt, V.J. (1985). Evaluating training and development programs: Learning from past mistakes. Submitted for publication.

PRESENTATIONS

Learning Agility

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|--|---|------|
| ▪ What We Know, What We Need to Know, and Where Do We Go From Here? (Symposium participant) | Society for Industrial Organizational Psychology, Annual Conference 2023 | 2023 |
| ▪ Bringing Learning Agility to Life (Alternative Session Facilitator) | Society for Industrial Organizational Psychology, Annual Conference 2023 | 2023 |
| ▪ Top 10 Trends: Leadership Development (Invited IGNITE session) | Society for Industrial Organizational Psychology, Annual Conference 2023 | 2023 |
| ▪ Leveraging the Aging Workforce: Roundtable Discussion (Co-facilitator) | Society for Industrial Organizational Psychology, Annual Conference 2022 | 2022 |
| ▪ Learning Agility: The “X Factor” in Leadership (Presenter) | New York Metropolitan Association of Applied Psychology | 2021 |
| ▪ Developing Learning Agile Leaders and Organizations (Keynote) | National Center for Healthcare Leadership Conference (*scheduled for November 15) | 2021 |
| ▪ Becoming Learning Agile (Presenter) | Kincentric Market Leaders Development Program | 2021 |
| ▪ Building Learning Agile Leaders and Organizations: Interviews with the Experts (Chair) | Society for Industrial Organizational Psychology, Annual Conference | 2021 |
| ▪ Being Agile: How Leading Organizations Bring Learning Agility to Life (Chair and Moderator) | Society for Industrial Organizational Psychology, Annual Conference | 2021 |
| ▪ Preparing Leaders for the Unpredictable: Symposium (Discussant) | Society for Industrial Organizational Psychology, Annual Conference | 2021 |
| ▪ Developing Learning Agile Leaders: An Interactive Discussion(Co-Facilitator) | Society for Industrial Organizational Psychology, Annual Conference | 2021 |
| ▪ Applying The Science of Learning Agility to All Phases of The Talent Cycle – Focus on Leadership and Coaching (Panelist) | Society of Consulting Psychology Conference, Fort Worth, TX | 2019 |

- Going Beyond the IDP: Measuring the Velocity of Leadership Learning Over Time (Co-Chair & Moderator) Society for Industrial Organizational Psychology, Annual Conference, Chicago, IL 2018
- Mastering Turbulence: Developing Agile Leaders, Learners and Organizations (Chair & Moderator) Society of Consulting Psychologists – Annual Conference, Savannah, GA 2018
- Innovations in Leadership Development: Up, Down and All Around (Chair & Moderator) Society for Industrial Organizational Psychology, Annual Conference, Orlando, FL 2017
- Leadership Learning: Strategies for Acceleration (Chair & Moderator) Society for Industrial Organizational Psychology, Annual Conference, Anaheim, CA 2016
- Can Learning Agility Be Learned? (Chair & Moderator) Society for Industrial Organizational Psychology, Annual Conference, Philadelphia, PA 2015
- Learning Agility – Community of Interest (Invited Facilitator) Society for Industrial Organizational Psychology, Annual Conference, Philadelphia, PA 2015
- Learning Habits of Effective Leaders (Presenter) Aon Hewitt Women in Leadership (WIN) 2013

Leadership Development

- The Science and Practice of Mindfulness in the Workplace (Pre-Conference Workshop - Moderator) Society for Industrial Organizational Psychology, Annual Conference, National Harbor, D.C. 2019
- Leadership Development: Best Practices at Work and Future Directions (Discussant) Society for Industrial Organizational Psychology, Annual Conference, National Harbor, D.C. 2019
- Development Programs for Future Leaders: How to Select for Success (Panelist) Society for Industrial Organizational Psychology, Annual Conference, National Harbor, D.C. 2019
- Developing Physicians to Be Leaders: Our Lives May Depend on It (Co-Chair & Facilitator) Society for Industrial Organizational Psychology, Annual Conference, Chicago, IL 2018
- Walking the Fine Line: Managing Sticky Coaching Situations? (Chair & Moderator) Society for Industrial Organizational Psychology, Annual Conference, Anaheim, CA 2016
- Learning Agility: Fads, Challenges and New Directions (Panelist) Society of Consulting Psychologists – Annual Conference, Orlando, FL 2016
- Powering Up Your Leadership Pipeline (Presenter) Aon Hewitt – Episode 1 of 5 part webinar series 2015
- Powering Up the Leadership Pipeline: How Top Companies Get it Right (Speaker) Human Capital Summit, Lake Buena Vista, FL 2015
- Assessing Your Leadership Pipeline (Presenter) Top Companies for Leaders Webinar Series (Episode 1) 2015
- Marketing YOU – Personal Branding at Works (Panelist) Society for Industrial Organizational Psychology, Annual Conference, 2012
- Building Great Leaders: Lessons from Companies that Do it Best (Speaker) Houston Human Resource Association, Regional Conference 2012
- Career Derailers and Excel-erators: Reflections from a Leadership Coach (Speaker) WIN Symposium: Invest in YOU; Woodlands, TX 2012
- Building Great Leaders: Lessons from Companies Who Do It Best Illuminating HR Conference, Kansas City Human Resource Association 2014
- Career Derailers and Excel-erators: Reflections from a Leadership Coach (Keynote speaker) Women of Steel Conference – Union Pacific Railroad 2011
- Maneuvering the Leadership Gap: Developing Leadership Talent Before It's Too Late (Presenter) HR Southwest Conference, Dallas, TX 2002
- Multisource Feedback (Panelist) Houston Area Industrial/Organizational Psychologists 2000
- Learning a Living: Planning for Your Development (Presenter) Aon Consulting National Training Conference 1999
- Expanding Your Influence: Selling Ideas (Presenter) Am. Society for Training & Development 1994
- Designing a Management Development Program (Presenter) Am. Society for Training & Development Management Development Symposium 1991

- Supervision Series: Performance Management Iowa State University 1985-1988
- Planning Your Career (Presenter) Iowa State University – Margaret Sloss Women’s Center 1987
- How Do I Get Where I Want to Go? Developing a Plan for Career Development Iowa State University Leadership Conference 1987
- Communicating Effectively with Your Supervisors Margaret Sloss Women’s Center 1986

Talent Assessment and Acquisition

- Global Assessment: A Brave New World in Managing Talent (Co-Presenter) Houston SHRM Conference, Texas State SHRM Council – 8th Annual Global HR Conference, Houston, TX 2010
- Global Assessment: A Brave New World in Managing Talent (Co-Presenter) Aon Client Seminar, Dallas, TX 2009
- Talent Acquisition on the Front-Lines: High Risk or High ROI (Co-Presenter) Human Capital Institute – Talent Management & Skill Pool Development Conference for Oil & Gas, Houston, TX 2009
- Emerging Best Practices for the Public Sector: Remotely Delivered Assessments (Presenter) Arizona State SHRM Conference, Phoenix, AZ 2009
- Hiring and Training Practices of Tomorrow (Presenter) HR Leadership Council for AHIP, Chicago, IL 2007
- Accenting the Positive: Is There Any Value to This Approach? (Job Fit and Employee Engagement) (Presenter) American Psychological Association's Work, Stress, and Health Conference, Miami, FL 2006
- Hiring Top Performers: Tools for Employee Assessment (Presenter) International Truck and Engine, International Dealers’ Conference, San Antonio Texas 2006
- Fit Happens: The Impact of Selection-Based Job Fit Measures (Chair & Moderator) Society for Industrial Organizational Psychology, Annual Conference, Dallas, TX 2006
- Linking Selection to Retention: The Prediction of Person-Job Fit (Symposium Participant: Pereira, G. Harvey, V., and Schulman, N. Using Job Fit and Biodata to Predict Turnover in Trainservice Positions) Society for Industrial Organizational Psychology, Annual Conference, Orlando, FL 2003
- Straight Talk on Employment-Related Assessment (Presenter) Houston HR Association 2000
- Situational Judgement Tests (Symposium Participant) Pereira, G., and Harvey, V. S. Situational Judgment Tests: Do They Measure Ability, Personality or Both? Society for Industrial Organizational Psychology, Annual Conference. Atlanta, GA 1999
- 360-Degree Feedback Assessments: Psychometric and Substantive Issues (Symposium Participant). Harvey, V. S. and Cartagena, S. A Longitudinal Study of the Effects of Multi-Rater Feedback. Society for Industrial Organizational Psychology, Annual Conference, Atlanta, GA 1999
- Selection Savvy: Hiring and Keeping the Best (Co-Presenter) Metro Chicago HC Council 1999
- Applying Science to the Art of Selection (Presenter) EMA National Conference, Phoenix, AZ 1996
- The Nuts & Bolts of Pre-employment Testing (Presenter) SHRM State Conference, Phoenix, AZ 1996
- Effective Selection (Presenter) Bank of America 1996
- The Power of Personality Assessment (Presenter) IPMA Regional Conference 1996
- The Power of Pre-employment Testing (Presenter) Metro Phoenix HR Association 1996
- Applying Science to the Art of Selection (Presenter) East Valley HR Association- Phoenix AZ 1995
- Hiring Quality People: The Employment Practices of Metropolitan Phoenix Employers Personnel Testing Council Workshop 1994

Hiring for Safety

- Hiring for Safety: Are You Learning by Accident? (Speaker) North Dakota Oil and Gas Symposium, The Woodlands, TX 2014
- Selecting for Safety: Are You Learning by Accident (Speaker) Houston Human Resource Association, Regional Conference 2011
- Selecting for Safety: Are You Learning by Accident (Presenter) Aon Hewitt Thought Leaders in Action Webcast 2010
- Supporting Talent Management Through Benefits (Co-Presenter) ICEBS Employee Benefit 29th Annual Symposium, Charlotte, NC 2010
- Hiring for Safety: Mitigating Risks by Selecting the Right Employees (Presenter) American Society for Safety Engineers, St. Louis, MO 2010
- Mitigating Safety Risks Through Employee Assessment and Development (Presenter) American Short-Line Railroad Conference, Orlando, FL 2010
- Going Around the Bend: Mitigating Human Capital Risk (Presenter) Class I Railroad Roundtable, Chicago, IL 2008
- Employee Selection: 1st Step in Loss Control (Instructor) Council on Education in Management 1995

Diversity, Equity & Inclusion

- Inclusive Coaching: Leadership for a Diverse Workforce (Co-Presenter) New York Metro Chapter of I/O Psychologists 2021
- Inclusive Coaching: Bringing Out the Best in a Diverse Workforce (Virtual Workshop - Moderator) Society for Industrial Organizational – Special Fall Workshop Series 2020
- Becoming a More Inclusive Coach: Bringing Out the Best in a Diverse Workforce (Chair & Moderator) Society for Industrial Organizational Psychology, Annual Conference, Chicago, IL 2018
- Developing Women Leaders (Presenter) AIG Women’s Leadership Conference, Houston, TX 2014
- Women with a View (Panelist) Society for Industrial Organizational Psychology, Annual Conference, Chicago, IL 2011
- Unleashing the Power of a Diverse Workforce (Presenter) McEndree Village, Nashville, TN 2007
- Preventing Sexual Harassment (Presenter) Iowa State University – Training and Development Department 1987

Talent Management

- Taking Total Worker Health to the Streets (Panelist) Society for Industrial Organizational Psychology, Annual Conference, Philadelphia, PA 2015
- Managing Performance for the Flexible Workforce (Panelist) Awards Luncheon – Flexible Workforce Initiatives Program 2012
- Toxic Emotions: Considering the Hidden Consequences of the Recession (Moderator & Chair) Society for Industrial Organizational Psychology, Annual Conference, Chicago, IL 2011
- Rethinking Everything: Acquiring and Retaining Talent amid an Economic Crisis (Chair & Moderator) Society for Industrial Organizational Psychology, Annual Conference, Atlanta, GA 2010
- Effective Talent Management: Benefits and Beyond (Co-Presenter) Austin Area Chapter of ISCEBS, Austin, TX 2009
- Beyond the Box: Best Practices in Workforce Planning (Co-Presenter) Workforce Planning Roundtable – National Web cast 2009
- Downsizing and Facilities Closures: An Integrated Approach with HR and Risk Management for Cost Reduction Strategies (Co-Presenter) Financial Executives International, Houston, TX 2009
- Downsizing and Facilities Closures: An Integrated Approach with HR and Risk Management for Cost Reduction Strategies (Co-Presenter) Risk and Insurance Management Society (RIMS), Austin, TX 2009
- Talent Optimization: The Time is Now (Presenter) South Carolina SHRM State Conference, 2008

	Myrtle Beach, SC	
▪ Talent Optimization: The Time is Now (Presenter)	ICHRMA Annual Conference, Lake Charles, LA	2008
▪ Talent Optimization: The Time is Now (Presenter)	Tri-State SHRM Conference, Greenville, SC	2007
▪ The Right People in The Right Roles (Presenter)	ATLAS Seminar Series, Houston, TX	2008
▪ Talent Management Strategies for the Healthcare Industry (Presenter)	Healthcare Forum, Tampa, FL	2007
▪ Beyond the 'Form-in-the-File': Best Practices in Performance Management (Presenter)	Winston-Salem Society for Human Resource Management	2006
▪ Performance Management: More than Just a Form in the File (Panelist)	Houston Human Resource Association	2002
▪ Goodbye Yellow Brick Road: The Diverse and Winding Paths to Strategic HR (Co-Facilitator)	Society for Industrial Organizational Psychology, Annual Conference, Workshop, Toronto, Canada	2002
▪ America @ Work: The New Mutual Commitment Contract (Presenter)	Houston HR Association	1999
▪ Is Employee Loyalty Dead? (Presenter)	Arizona Health Care HR Association	1999
▪ HR Trends: 1997 Survey Highlights (Presenter)	Houston HR Association	1997
▪ Implementing Self-Managing Work Teams (Presenter)	Innovations International	1992
▪ Creating an Excellence in Education Program (Presenter)	Science Alliance	1991
▪ Making Groups Effective (Presenter)	Assn for Quality & Participation	1990
▪ Performance Management (Presenter)	University of Northern Iowa	1989
▪ Performance Planning, Counseling and Evaluation	Vice President for Student Affairs: Deans and Directors Retreat	1987
▪ Performance Management	Iowa State Computation Center	1987
▪ Appraising Your Performance Appraisal System	American Society for Personnel Administrators, Iowa Chapter	1987

Home Career Conflict

▪ Balancing Work and Family: What is the Employer's Responsibility	Iowa State University Management Development	1987
▪ Research on Women Series: Home-Career Conflict – An Exploration of the Delicate Balance	Margaret Sloss Women's Center	1987
▪ Balancing Work and Family (Presenter)	American Psychological Association Annual Conference	1986

SPECIAL APPEARANCES, INTERVIEWS AND MEDIA QUOTES

▪ The WiLD Conversation with Rob McKenna: The Age of Agility	WiLD Leaders Webcast with Interview.	March, 2021
▪ The Science of Project Management and Learning Agility	Project Mgmt. Office Hours Business Radio Interview	March, 2020
▪ They've Got Game: A Look at How Organizations are Gamifying	Training Magazine Online - Quoted https://trainingmag.com/theyve-got-game/	September, 2014
▪ Hiring for Safety	Jobs Pipeline Radio - Interview	July, 2014
▪ The Power of Assessment	Jobs Pipeline Radio - Interview	July, 2014
▪ YPO-WPO Daredevils: Finding Leadership Lessons in Extremes	Ignite Magazine (Vol. 2, Issue 2) - Quoted	November, 2013
▪ Retailers Likely to Limit Part-Time Seasonal Help	Workforce Management Online - Quoted	November 4, 2008

▪ Tips from Some of the Experts: Leveraging Older Workers	Human Resource Executive Online	August 1, 2008
▪ Even More Ominous Signs Show Up in the Fine Print	Atlantic Journal-Constitution - Quoted	January 5, 2008
▪ Speaking on Safety... Focusing on the Employees and Their Behavior	Perspectives on Talent - Quoted	September, 2006
▪ Offbeat Questions Test Potential Hire	Atlanta Business Chronicle – Quoted	January 30, 2004
▪ They're Game to Skip Work	The Houston Chronicle – Quoted	May 12, 2001
▪ Firms Take Sex to the Bank	The Arizona Republic -Quoted	August 11, 1995
▪ Industrial/Organizational Psychology Today	The Iowa Psychologist (Vol. 37, Issue 2) - Quoted	March, 1992

TEACHING AND GUEST LECTURES

▪ Coaching for Learning Agility (Guest Lecture)	New York University)	2021 (Scheduled 11/8)
▪ The Role of Learning Agility in Identifying and Developing Leaders in the 21st Century (Guest Lecture)	Stevens Institute of Technology	2021
▪ Coaching for Learning Agility (Guest Lecture)	New York University	2020 and 2021
▪ The Industrial-Organizational Psychologist as Consultant (Guest Lecture)	University of Houston	1995
▪ Industrial Organizational Psychology (Instructor)	Drake University	1988
▪ Social Psychology (Instructor)	Iowa State University	1986
▪ Introductory Psychology (Instructor)	Iowa State University	1985
▪ Introductory Psychology & Psychology of Women (Teaching Assistant)	Iowa State University	1985

HONORS AND AWARDS

▪ Elected Fellow by Society for Industrial and Organizational Psychology (SIOP)		2022
▪ SHRM Pinnacle Award		2003
▪ Aon Consulting Leadership Recognition		1998
▪ Metro Phoenix Human Resource Association President's Quality Award		1996
▪ National. Association of Sales Professionals Award for Excellence (Development of Sales Certification Assessment)		1995
▪ Pella Corporation Exemplary Performance (Top 5%)		1992
▪ Pella Corporation Exemplary Performance (Top 5%)		1991
▪ Pella Corporation Exemplary Performance (Top 10%)		1990
▪ Pella Corporation Exemplary Performance (Top 10%)		1989
▪ American Society for Training and Development Innovation in Communication Award		1991
▪ Sigma Xi Research Honor Society		1986
▪ Iowa State University Excellence in Research Award (Master's Thesis)		1985
▪ PACE Academic Excellence Scholarship		1983-1986
▪ Phi Kappa Phi National Honor Society		1982-1986
▪ Iowa State University – Graduation with Distinction		1983
▪ Laura Vernon Memorial Scholar		1982
▪ Psi Chi Psychology Honorary		1981-1986

- Iowa State University Dean's List and Top 2% of Class 1980-1983
- Alpha Lamda Delta Honorary 1980
- American Legion Citizenship Award 1979

CERTIFICATIONS

- TALENTx7®™ Learning Agility Assessment (Master Level)
- Facet 5 Personality Assessment
- ADEPT-15 Personality Assessment
- Hogan Personality Suite

COMMUNITY SERVICE

- H.O.P.E. (Organization formed by consultants to support organizations after 2017 weather disasters) Society of Consulting Psychologists & Society for Industrial Organizational Psych. 2017-2018
- Board of Directors Lost Pawses Foundation, Houston 2006-2014
- YWCA Ames Iowa 1985-1987
- Cabinet & Social Action Committee 1985-1986
- Personnel Committee 1986 -1987
- Youth and Shelter Services Volunteer Ames, Iowa 1981
- Open Line Volunteer Ames, Iowa 1980-1981
- Education and Culture Committee Chair Iowa State University 1981
- International Tutor Iowa State University 1980-1981

APPENDIX: CONSULTING PROJECT DETAIL

APPENDIX: CONSULTING PROJECTS

Leadership Assessment, Coaching and Development:

- | | |
|--|------------------------------|
| ▪ Allstate – Conducted assessments for selection of senior executives | Financial Services |
| ▪ AAA of Arizona – Conducted comprehensive assessments for the executive team for purposes of succession planning for the CEO position. | Services |
| ▪ ADAMA – Provided assessment feedback and coaching for senior leaders as part of a leadership development program | Chemicals/Services |
| ▪ Advanced Technology Services – Designed and implemented a comprehensive leadership development process for mid-level leaders including assessment, coaching, action learning, instructor-led training and simulations. | Services |
| ▪ Aero Automatic Sprinkler – Implemented executive assessment procedures used for development and succession planning | Manufacturing/
Services |
| ▪ AET Inc. – Conducted executive assessments and feedback for U.S. based executives of Malaysia based company. | Transportation |
| ▪ AIG – Delivered leadership training for women in leadership program. | Financial Services |
| ▪ Aon Corporation – Conducted executive simulations for senior level roles for development purposes; assisted in design and delivery of leadership development program for women in leadership; designed and delivered integrated high potential leadership development program including simulations, instructor-led training and assessment. | Financial Services |
| ▪ Astra Zeneca – Conduct simulation-based leadership assessments, 360 based assessments and deliver developmental feedback. | Pharmaceutical |
| ▪ BAE Systems – Delivered leadership feedback and coaching for high potential mid-level managers. | Aerospace |
| ▪ Bank of America – Conducted multi-component leadership assessments for senior high potential leaders for development; conducted feedback and coaching sessions. | Financial Services |
| ▪ Bank of New York – Conducted assessment feedback and coaching sessions for multiple executives. | Financial Services |
| ▪ Blue Cross-Blue Shield of North Carolina – Conducted leadership assessments for executive team members for succession planning purposes including delivery of feedback for development planning. | Financial Services |
| ▪ Brown Foreman – Conducted in-depth leadership assessments and provided coaching for Executive Leadership Program participants. | Food and Beverage |
| ▪ Bureau of Indian Affairs – Delivered assessment feedback and coaching session for participants in leadership development program. | Government/
Public Sector |
| ▪ Cargill – Delivered senior executive assessments and reports used for selection, succession planning and development; included coaching to launch development process. | Agribusiness |
| ▪ City of Phoenix – Developed and implemented workshops on influencing skills for professional positions. | Government |
| ▪ Cox Communications – Delivered executive assessment procedures, prepared detailed assessment reports for selection of executives including delivery of feedback. | Telecom |
| ▪ Cox Health – Created success profile and conducted assessments for selection to key executive roles. | Healthcare |
| ▪ Delta Airlines – Designed in-flight leadership assessment and training procedures for flight attendants. | Transportation |
| ▪ DeVry University – Delivered executive assessment procedures and prepared detailed assessment reports. | Education |
| ▪ Dothan Housing Authority – Provided executive leadership assessment and coaching for members of top leadership team | Public Sector |
| ▪ Empire Electric – Designed and implemented multi-session instructor-led training for high | Utilities |

potential cohort groups.

- Financial Services
- Services
- Public Sector
- Food and Beverage
- Technology
- Petro/Chemical
- Consumer Goods
- Services
- Education
- Healthcare
- Pharmaceutical
- Retail
- Technology
- Consumer Goods
- Pharmaceutical
- Technology
- Consumer Goods
- Financial Services
- Financial Services
- Technology
- Engineering/
Construction
- Utilities
- Education

- SunGard – Designed and delivered integrated leadership development program for mid-level high potential group including assessment, webinars and instructor-led training. Technology
- Syngenta – Conducted leadership assessments and provided on-going coaching for over 30 participants in global Manager of Managers Program. Agribusiness
- Toyota – Developed leadership training for financial services group; included designing 5 two-day modules of instructor-led training. Financial Services
- Underwriter’s Lab – Conducted leadership assessments for purposes of selecting internal and external candidates for key leadership roles. Services
- Union Pacific Railroad – Conducted first-ever executive assessments used to redesign organization during 1990s crisis involving merger with Southern Pacific RR; implemented assessments for management development program; designed and implemented an integrated Leadership Development Program for high potentials including assessment, instructor-led training, multi-rater feedback, simulations and coaching. Transportation
- United Airlines - Designed and implemented leadership assessment procedures for multiple positions within the Strategic Procurement function as part of a significant reorganization. Transportation
- University Health Systems – Conducted comprehensive leadership assessments for top executive team, supported the development of individual development plans and provided executive coaching. Healthcare
- Vantage MiniVans – Conducted executive assessment for executive development, hiring and succession planning. Manufacturing
- Vertex – Conducted leadership assessments for Country Medical Directors. Pharmaceutical
- Youngstown Metropolitan Housing Authority – Conducted assessment and leadership development training for CEO and executive team. Public Sector
- Zoetis – Provided assessment feedback for senior leaders as part of an executive development program. Pharamceutica

Competency Modeling and Job Analysis:

- 7-Eleven- Conducted job analysis to support implementation of selection procedures for multiple management positions. Retail
- Amtrak – Conducted job analysis for skilled craft and transportation roles. Transportation
- Anheuser-Busch – Developed and validated core competency model for organization overall, including behavioral anchors. Food/Beverage
- Aon Consulting – Conducted job analysis for account management and business development positions; developed competency models to support testing and assessment center procedures. Professional Services
- Aon Corporation – Developed first ever core competency model, still in use today. Financial Services
- Blood Services – Conducted job analysis to support criterion-related validation of multiple technical positions. Healthcare
- BNSF Railway – Conducted job analysis to support assessment procedures for multiple trainservice, administration and front-line supervisory positions. Transportation
- Caterpillar – Conducted job analysis to support implementation of selection procedures for multiple operations, maintenance and warehouse positions; developed global competency models for Caterpillar distributor marketing positions. Manufacturing
- Corestaff – Conducted job analysis to support the implementation of assessment procedures for staffing agency. Staffing
- Cornerstone Staffing– Conducted job analysis to support the implementation of assessment procedures. Staffing
- Darden – Assisted in development of competency models for multiple leadership levels. Hospitality/ Restaurant
- Dell Computer – Conducted global job analysis and developed competency models for all front-line Technology/

customer service positions including technical support, customer care and sales.	Manufacturing
▪ Delta Airlines – Conducted job analysis to support implementation of front-line maintenance positions, gate agent, customer service and in-flight supervisory positions.	Transportation
▪ DSW Shoes – Conducted job analysis and developed competency models for management positions from store supervisor through district manager roles.	Retail
▪ Ecolab – Conducted job analysis for multiple positions to support criterion-related and transported validity including territory manager, route sales, water care specialist, food & beverage account manager, healthcare account executive, vehicle care detail specialist, vehicle care territory manager, pest sales account manager, distribution specialist, service specialist	Services
▪ Entergy – Conducted job analysis to support the legal defensibility of assessment procedures for administrative positions.	Energy
▪ Frito-Lay – Conducted job analysis to support implementation of criterion-related validity procedures for multiple positions including drivers and operations; designed and implemented IVR based bio-data screening tools.	Food and Beverage
▪ GATX – Conducted job analysis to support transported validity procedures for front-line positions.	Transportation
▪ Giant Industries – Conducted job analysis to support implementation of testing for convenience store positions.	Retail
▪ HealthMarkets – Facilitated focus groups and developed competency models for multiple job families company-wide.	Financial Services
▪ Iowa Interstate Railroad - Conducted job analysis to support transported validity procedures for front-line positions.	Transportation
▪ Kansas City Southern Railway – Conducted job analysis for implementation of transported validity for customer service and front-line positions.	Transportation
▪ Los Angeles Sheriff's Department – Conducted detailed job analysis for over 45 job families under supervision of Court Monitor as part of a consent decree.	Government/ Public Sector
▪ Lurie Children's Hospital – Articulated organizational values, cultural attributes, competencies and behaviors required to support implementation of organization's mission, vision and strategy.	Healthcare
▪ Molson-Coors – Participated in development of competency models for multiple levels of leadership including behavioral anchors.	Food and Beverage
▪ Occidental Petroleum – Conducted job analysis to support selection procedures for operations and maintenance positions as well as engineering positions.	Energy
▪ OXXO – Conducted job analysis to support criterion-related validation procedures for multiple store operations and management positions.	Retail
▪ Payless Shoe Source – Developed competency models for all retail store positions from retail associates through store managers.	Retail
▪ Qwest – Developed competency modeling workshop and conducted training for HR professionals to support the process of implementing company-wide competency models.	Telecom
▪ Realty Executives – Conducted job analysis to support implementation of testing for field support staff positions.	Services
▪ Service Corporation International – Conducted job analysis to support procedures for selecting sales employees.	Services
▪ SunGard – Engaged to review and refine competency models for consulting roles that had been developed internally.	Technology
▪ The Home Depot – Conducted job analysis to support the development of custom, criterion-validated tests for cashier and sales associate positions. Conducted competency modeling for risk management positions.	Retail
▪ Toyota Financial Services – Developed competency models for wide range of accounting and financial services positions.	Financial Services
▪ Tucson Electric Power – Conducted job analysis to support implementation of criterion-validated	Utilities

testing procedures for front line and maintenance positions.

- Union Pacific – Developed workshops to support a major company-wide initiative to develop competency models to support all talent management procedures; reviewed internally developed draft models and developed behavioral anchors for all sub-competencies Transportation
- Union Pacific Railroad – Conducted job analysis for multiple positions including skilled craft, trainservice, engineering, maintenance of way, accounting, clerical entry operating manager; served as liaison with third party expert to conduct job analysis to support aerobic capacity testing. Transportation
- Value City Department Stores - Conducted job analysis and developed competency models for management positions from store supervisor through district manager roles. Retail
- Visiting Nurse Services of New York – Conducted job analysis to support the transporting of validity for multiple health care positions. Healthcare
- Walgreens – Oversaw development of competency models for wide range of positions. Retail
- Waste Management – Conducted job analysis for driver and other front-line positions. Services

Talent Acquisition and Assessment System Design:

- 7-Eleven – Supervised the implementation and revision of assessment procedures for store, territory and other management roles associated with convenience store operations. Retail
- Anheuser-Busch – Directed all outsourced scan-score testing operations for frontline operations roles. Food and Beverage
- AppleOne – Supervised implementation and revision of testing procedures for staffing agency. Staffing
- AutoNation – Developed selection procedures for all operations roles as part of organizational start-up and expansion. Retail
- Bank One of Arizona – Developed and implemented selection/interviewing workshops for human resources personnel. Financial Services
- Blood Systems – Validated and implemented testing procedures for multiple technical positions such as lab technician. Healthcare
- BNSF Railway – Development and implemented testing procedures, including criterion-related validation for multiple trainservice, MOW, skilled craft, clerical and supervisory positions. Transportation
- Caterpillar – Designed and criterion-validated testing procedures for multiple manufacturing operations and warehouse/distribution roles. Manufacturing
- Coleman Spas – Developed behavioral interview guides; developed and implemented behavior-based interview training. Manufacturing
- Continental Circuits Corporation – Developed behavior-based interview guides and implemented behavior-based interview training. Technology
- Corestaff – Designed and criterion-validated safety orientation testing procedures for light industrial temporary staffing agency hiring process. Staffing
- Corinthian College – Designed and validated assessment procedures for recruiter/student advisor roles. Education
- Cornerstone Staffing – Validated and implemented safety-orientation testing procedures for staffing agency. Staffing
- Dell Computer – Designed and implemented custom testing procedures for multiple roles including customer care, sales, tech support and manufacturing. Technology/ Manufacturing
- DSW Shoes – Designed and delivered behavior-based interviewing workshops as part of leadership conference. Retail
- Ecolab – Validated and implemented testing procedures used for screening route sales and field sales positions within the Institutional division; procedures were later implemented across most other departments based on validity transportability procedures. Services
- Frito-Lay – Supervised the implementation of first generation fax-based selection procedures for multiple positions including drivers and operations; designed, validated and implemented Select II, Food & Beverage

second generation selection procedures; included both U.S. and Canada

- GATX – Validated and implemented testing procedures for front-line operations positions. Transportation/
Manufacturing
- Goodman Manufacturing – Conducted review and provided recommendations on overall selection procedures. Manufacturing
- International Truck and Engine – Developed behavior-based interview guides for management and sales positions; delivered selection process training at annual dealer’s conference. Manufacturing
- Iowa Interstate Railroad – Implemented testing procedures for all train-service positions based on validity transportability. Transportation
- Johns Hopkins – Designed behavior-based interview procedures and training for selection of emergency room residents Healthcare
- Linens ‘n Things – Supervised on-going delivery of testing services. Retail
- Link Staffing Services – Conducted criterion-related validation of company-designed testing instrument. Staffing
- Los Angeles County Sheriff’s Department – Designed and validated selection procedures for 45 job families as part of a consent decree overseen by court monitor; positions included roles such as sergeant, deputy, field training officer, homicide detective, special operations, child services; procedures included supervisory behavioral rating tool, simulations, interview guides; process included analysis of all previously used assessment tools and benchmarking study of other law enforcement agencies; included development of all training materials required or implementation; involved regular meetings with legal counsel and court monitor representing multiple parties. Government/
Public Sector
- Lyondell -Equistar Chemicals – Supervised implementation of testing procedures for operator and technician positions. Petro/Chemica
- Occidental Petroleum – Designed, conducted criterion-related validated selection procedures for operations and maintenance positions; implemented testing procedures for hourly positions in Safah and Oman; designed selection procedures for entry-level engineering position. Petro/Chemical
- OXXO – Designed and criterion –validated testing procedures for all convenience store positions. Retail
- Pella Corporation – Developed and validated selection procedures for sales positions; implemented for Pella distributors who elected to participate; delivered sales selection training including behavior-based interviewing; developed and validated testing procedures for critical entry level professional positions such as engineering; developed biodata instrument to improve temporary staff retention. Manufacturing
- Realty Executives – Criterion-validated and implemented testing procedures for field support staff positions. Services
- Remedy Staffing – Supervised implementation and revision of testing procedures for staffing agency. Staffing
- Telecheck Services – Validated and implemented testing procedures for customer service roles including collections. Financial Services
- The Home Depot – Developed and criterion-validated section procedures for multiple positions including cashier, sales associate and loss prevention. Retail
- Tucson Electric Power – Validated and implemented testing procedures for multiple front-line positions. Utilities
- Union Pacific Railroad – Designed, validated, implemented, monitored and revalidated assessment processes for virtually all hourly and many professional roles within the organization including skilled craft, MOW, trainservice, clerical, accounting, IT, and entry level operations positions. Transportation
- Universal Studios – Developed and validated assessment procedures for front-line positions such as animation technician in support of amusement park operations. Hospitality/
Entertainment
- USAA – Oversaw the implementation of test delivery for multiple professional, administrative and customer service positions. Financial Services

- Visiting Nurse Services of New York – Validated testing procedures to reduce accidents and injuries for multiple health care positions. Healthcare
- Wackenhut – Evaluated currently used selection procedures and made recommendations for redesign. Services
- Waste Management/Wheelabrator – Designed, validated and implemented selection procedures for front-line positions. Services/
Manufacturing

Performance Management and Multi-Rater Feedback:

- American Express – Conducted individual feedback and development planning sessions. Financial Services
- Avnet – Implemented technology enabled performance management system. Technology
- Carus Chemical – Designed 360 process and training for executive team; directed implementation. Petro/Chemical
- Commodity Futures Trading Commission – Conducted instructor-led performance management training. Government/
Public Sector
- Easton Sports – Designed and delivered performance management training for managers. Consumer Goods
- Esso Australia – Supervised delivery of Leadership Practices Questionnaire, a 360 instrument. Petro/Chemica
- ExxonMobil – Conducted 360 and 180 surveys for marketing and downstream positions. Petro/Chemical
- Federal Bureau of Investigation – Assisted with performance management initiative including systems content and toolkit. Government/
Public Sector
- Golden Eagle (Anheuser Busch Distributor) – Developed comprehensive performance management system including design of detailed task and competency based rating forms with behavioral anchors. Food and Beverage
- Iowa State University – Facilitated design of performance management system for computation center; facilitated executive retreat on performance management for Dean of Student Affairs. Education
- Legg Mason – Conducted 360 interviews for executives for succession planning purposes; developed in-depth reports and delivered assessment feedback. Financial Services
- Mary Kay – Participated in initial stages of competency modeling and 360 survey work for managers. Consumer Goods
- Molson-Coors – Developed custom 360 survey items aligned with organizational competency models for multiple leadership levels. Food and Beverage
- Ping Identity – Delivered feedback for leaders participating in 360 feedback process including initial overview webinar. Technology
- St. Edwards University – Facilitated internal teams in developing performance management system for IT function including development of detailed, behaviorally anchored performance management tools. Education
- Thunderbird Graduate School of Management – Revised performance management instrument to better support the needs of the organization including the addition of behaviorally anchored rating scales. Education
- Union Pacific – Designed and implemented custom 360 survey programs for multiple leadership roles. Transportation
- University of Northern Iowa – Designed and implemented performance management training for supervisors. Education
- Youngstown Metro Housing Authority – Conducted leadership assessments and designed/facilitated structured team development session for Executive Leadership Team. Government/
Public Sector

Organizational Assessment and Development:

- 7-Eleven – Designed and implemented franchise customer satisfaction surveys. Retail
- Allied Group Insurance – Conducted employee focus groups to assess areas of concern and opportunity related to ESOP program. Financial
Services
- BHP Billiton – Conducted global employee ‘Cascading the Charter’ surveys to support organizational Mining

change.

- Dell – Designed and implemented exit interview process. Technology
- Dial Consumer Products – Designed materials and process for supporting internal teams in the culture change management associated with a significant restructuring. Consumer Products
- Dresser-Rand - Designed and facilitated workshops to assist HR team in designing and enhancing employee communication procedures. Engineering/ Manufacturing
- Equistar – Conducted companywide employee climate surveys. Petro/Chemical
- ExxonMobil – Designed, implemented and analyzed survey to measure diversity and inclusion; included making recommendations for enhancing inclusion within the organization. Petro/Chemical
- Fort Wayne Housing Authority – Facilitated team assessment and development for key department facing significant challenges. Government/ Public Sector
- Lurie Children’s Hospital – Supported the design of structured values, cultural imperatives and competencies to support organizational strategy. Healthcare
- Modern Industries – Designed and implemented first-ever employee satisfaction surveys. Manufacturing
- NASA – Oversaw the analysis of employee comments gathered internally as part of a broader analysis of the factors that may have contributed to the Columbia disaster. Aerospace
- Noble Drilling – Directed initial stages of engagement survey project (was discontinued due to oil downturn). Petro/Chemical
- Occidental Petroleum – Directed engagement and culture surveys including presentation to the executive team. Petro/Chemical
- PetSmart – Co-facilitated leadership focus groups associated with change management. Retail
- Saint Francis Medical Center – Conducted detailed enterprise learning assessment including recommendations. Healthcare
- Southwest Network – Conducted organizational assessment and change intervention. Healthcare
- Veteran’s Administration – Facilitated leadership workshops associated with a major change initiative. Healthcare/ Public Sector