

Don Payne, M.Ed
Vice President, Executive Development
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BACKGROUND

Don Payne presides as the Vice President of EASI•Consult®. The overall focus of his work is to assist HR departments as they realign their programs, practices, and approaches with the short and long term priorities of the businesses they support. Mr. Payne's most recent work focuses on helping companies implement the steps necessary to better align their organizational culture with their business strategy, as well as consulting to senior management on the selection and development of top talent.

An expert in organizational effectiveness and human resources management, Mr. Payne develops and implements competency-based corporate leadership programs and consults to senior management on how to select and develop key employees. He has worked with a wide variety of organizations in both the private and public sector including Anheuser-Busch Companies, COMPAQ Computer, Exxon Mobil, CCL Industries, Merrill Lynch, Raytheon, Pacific Bell, The City of Detroit, Bacardi-Martini, Advanced Technology Systems, and Elmhurst Memorial Healthcare. Mr. Payne's continuing research focuses on the degree to which specific leadership behaviors create an exciting and challenging work climate and in turn, how levels of climate influence individual and organizational performance.

EDUCATION

M.S. **Education – University of Wisconsin**
B.S. **Education – University of Wisconsin**

PROFESSIONAL EXPERTISE

- Strategic Human Resources Planning and Development
- Executive Coaching and Development Planning
- Leadership Development
- Career Development
- Performance Management
- Competency Modeling
- Workforce Engagement

PROFESSIONAL AFFILIATIONS

- Member of the Board of Directors, [Animals as Intermediaries](#): Bringing nature, animals and the Arts to people.
- Member of the Advisory Board, [Emerson Umbrella Center for the Arts](#): A non-profit cultural organization committed to nurturing and encouraging the arts throughout the community.

EMPLOYMENT

- Expert Advocates in Selection International, LLC (EASI•Consult®), Vice President (2007-2008)
- Aon Consulting, Senior Vice President (1996-2007)
- McBer and Company, Executive Vice President and Chief Operation's Officer (1985-1995)
- Mattel, Inc., Vice President, Human Resources - Electronics Division (1981-1985)
- Mattel, Inc., Organization and Employee Development (1970-1980)