

Joseph A. Gier, Ph.D.
Vice President, Consulting Services
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SUMMARY

Senior Human Resources Consultant with experience consulting to a variety of global and domestic organizations. Broad industry experience includes high technology, financial services, manufacturing, retail, and telecommunications. Areas of expertise include:

- Leadership Development and Executive Coaching
- HR Planning and Strategy
- Organizational Effectiveness and Change Management
- Organization Development
- Management and Executive Development
- Personnel Assessment and Talent Management
- Strategic and Tactical Staffing
- Business Development
- Client Management
- Six Sigma Efforts

EDUCATION

- Ph.D.** Industrial/Organizational Psychology and Organizational Behavior – University of Nebraska, 1986
- M.A.** Social Psychology - University of Missouri-Kansas City, 1980
- B.A.** Psychology - University of Missouri-Kansas City, 1977

PROFESSIONAL EXPERIENCE

EASI•CONSULT® , St. Louis, MO (November 2005 – Present)

Vice President – Consulting Services

- Consulting with management in various corporations and federal government agencies to develop, deliver and manage numerous human resources consulting projects/services. Leading large scale, complex projects and staff throughout the U.S. Responsible for the design and implementation of all employee assessment and selection programs for EASI•Consult's clients.
- Designed, validated, implemented, and directing numerous selection programs to identify *top talent* for various organizations.
- Consulted with Department of Defense to identify world-class expertise and recommend enhanced training to improve and accelerate acquisitions of expertise by trainees.
- Developed and delivering management assessment and development programs that accelerated the development and effectiveness of leaders throughout various global organizations.
- Conducting coaching for executives and managers in several global organizations.

AON CONSULTING, INC. – St. Louis, MO (1997-2005) - (Formerly Assessment Solutions, Inc.)

Vice President (2004-2005)

Assistant Vice President and Senior Manager (1997-2004)

- Responsible for account management and business development, project direction, and delivery of human resources consulting services. Consulted with client organizations on strategic human resources issues, talent management and staffing, management/executive development, performance management, training, and organizational improvement and transformation initiatives. Developed, directed, and delivered consulting services for the selection and training and development of executives, managers, high potentials, and front line personnel. Managed large scale, complex projects in U.S. and global organizations. Conducted executive assessment and coaching worldwide, and led team of executive coaches. Led staff located in several cities.

- Developed and managed largest accounts in region (responsible for accounts totaling over \$1.5MM per annum).
- Significantly grew revenue from existing accounts by consistently exceeding client expectations and establishing effective, long-term client relationships.
- Developed and delivered ongoing award-winning leadership assessment and development programs that accelerated the development and effectiveness of leaders throughout various global organizations.
- Designed and delivered organization development solutions that effectively aligned individual and group capabilities with client business strategies.
- Directed the development and implementation of innovative and cost effective solutions to management/executive development and personnel assessment initiatives in client organizations.
- Designed and led employee selection/staffing efforts for new facility start-ups in client organizations.

HR STRATEGIES – Grosse Pointe, MI (1994-1997) - (Acquired by Aon Consulting)

Senior Manager (1994-1997)

- Responsible for the design, validation and implementation of various management and employee assessment/selection programs, and organizational assessment and change programs. Led staff of consultants and provided consulting assistance to various U.S. and global corporations.
- Developed and directed global management assessment/development program that resulted in a 20% improvement in the identification of candidates for middle- and senior-level positions.
- Designed and directed the administration of employee survey and organizational change program that realigned operations with company's new Mission and Values.

SBC COMMUNICATIONS, INC. – San Antonio, TX (1993-1994)

Corporate Manager – Corporate Human Resources

- Senior industrial/organizational psychologist on a wide variety of human resources and employee relations issues. Responsible for the design and direction of Human Resources planning, staffing and assessment programs. Consulted to senior management regarding staffing needs, talent management/succession planning, and work and organization design requirements. Led Human Resources staff, and company-wide assessment/staffing and organization development programs.
- Designed and directed a computerized, cost-effective assessment program that identified and developed more effective managers.
- Re-designed the corporate succession planning and development program that more accurately identified and developed managers for future executive positions.

Industrial/Organizational Psychologist - Labor Relations, Staffing and Development (1990-1993) (SBC Subsidiary – Southwestern Bell Telephone – St. Louis, Missouri)

- Responsible for designing and directing various human resources assessment and development programs. Consulted to senior management regarding management assessment and development, and succession planning. Led Human Resources staff, and consulted to Labor Relations regarding non-management staffing and assessment.
- Designed and validated numerous candidate assessment/selection programs.
- Directed the development and validation of new physical ability assessment program that reduced on-the-job injuries and complied with the 1992 Americans With Disabilities Act.

BELLSOUTH CORPORATION – Atlanta, GA (1988-1990)

Staff Manager – Corporate Human Resources

- Directed organization improvement and management change efforts and designed corporate-wide organization development processes. Consulted to senior management and Labor Relations on work force demographics and future work force issues. Selected and directed external consultants providing organization assessment services.
- Designed and directed survey, organization development, and participative change processes that became the standard throughout all operating companies.
- Evaluated and revised performance management program and led an “employee team” reorganization that increased the attainment of customer service objectives.

ZALE CORPORATION – Irving, TX (1985-1988)

Manager – Human Resources Research and Planning

- Directed and validated all employee assessment and selection programs. Designed and implemented corporate-wide performance management and succession planning process. Consulted to management on issues pertaining to employee hiring and performance improvement.
- Designed and validated Sales Manager selection program that increased annual sales by 24%.

PROFESSIONAL LICENSE AND PROFESSIONAL AFFILIATIONS

- Licensed Psychologist - State of Texas
- Society for Industrial and Organizational Psychology (SIOP)
- Human Resources Planning Society
- Gateway (St. Louis) Industrial/Organizational Psychologists (GIOP)

RECENT CONFERENCE PRESENTATIONS

Hartke, D.D., Stomski, L. and Gier, J.A. (2006) Does China Have the “Right Stuff for Leadership?” Symposium conducted at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX

Gier, J.A. (2005) Creating Value for Employee Recruitment. Symposium conducted at the *Innovations in Testing Conference*, Association of Test Publishers, Phoenix, AZ

Garber, M. and Gier, J.A. (2004) Integrating Leadership Development for the 21st Century. Symposium conducted at the meeting of the Council for Adult and Experiential Learning, Chicago, IL.

Gier, J.A. (2004) Designing and Implementing a Comprehensive Mid-Management Promotion System at the FBI. Practitioner Forum conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL

Gier, J.A. (2002) Effectiveness of Executive Coaching and Development In a Global Organization. Symposium conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada
