

Joseph A. Spencer, M.Ed.

Senior Consultant

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PROFESSIONAL OVERVIEW

Specialist in Human Resource Strategy, Organization Development and Change Management with twenty years' experience in these fields. As a consultant, has worked with a variety of organizations, large and small, in the areas of strategic planning and human resources planning. A management development specialist and facilitator with extensive experience in manufacturing and construction, as well as in the service and government sectors. Background includes experience as a line manager, executive, and entrepreneur. Dedicated to linking the development of individuals to the strategic goals of the organizations which employ them.

EDUCATION

- Ph.D.** The University of Toledo, completed doctoral requirements except dissertation
- M.A.** Syracuse University
- B.A.** Carleton College

PROFESSIONAL EXPERIENCE

EASI•CONSULT, LLC, St, Louis, MO (2007 – Present)

Senior Consultant

- Engaged as the lead change management and communications consultant for the introduction of a new recruitment and human capital electronic business process for all seventeen agencies of the Department of Homeland Security, affecting 270 thousand positions.

CATALYST CONSULTING ASSOCIATES, LLC. (2004 – Present; 1994-1997)

President

- Firm specializing in change management, organizational metrics, executive coaching, and human capital planning.

FINDLEY DAVIES, INC. (1994-1997)

Principal, Senior Consultant and Practice Leader, Organizational Planning and Development Consulting

- Firm specialized in change management consulting and work force deployment

THE UNIVERSITY OF TOLEDO, DIVISION OF CONTINUING EDUCATION (1988-1994)

Associate Dean and Director, the Human Resource Development Center.

- Sales, design, delivery, and general management of a multi-million dollar enterprise.
- Conceived and developed this profit-generating unit of the University.
- Manager of a full-time staff of twelve and a part-time staff of over 80. Selected as ASTD/Toledo's Pacesetter of the Year, 1989.

SPENCER, VANDERVEEN AND ASSOCIATES, INC. (1986-1988)

President and Principal

- Organization Development Consultants and Trainers. Principal activity in the automotive industry.

**GENERAL MOTORS CORPORATION, EDUCATION AND TRAINING DEPARTMENT
(1982-1986)**

Senior Consultant and Project Manager, Consulting Services Section.

- Responsible for design and delivery of management development for all levels of the Corporation. Certified to facilitate over fifteen management skills programs.

ENTERRECH, INC. (1982-1986)

Vice President, COO, and Principal

- Responsible for sales, design, and project management of technology and architectural planning for the Entertainment industry.
- Clients included major hotel chains and World Fair Commissions.
- Work published in several national and international publications.

PUBLICATIONS

The Workforce Management Magazine/Findley Davies Survey of Human Resources Technology, Workforce Management, October, 2003.

From Responsibilities to Results to Rewards: The Three R's of Performance Management, presented at the national Synygy Conference, Orlando, FL. October, 2003

Employer Branding: A Strategy to Attract Talent in Challenging Times, Findley Davies Management Briefing, February, 2003.

The Balanced Scorecard Approach to Performance Management, presented at the national Synygy Conference, March, 2002.

Caveat Emptor: Human Capital Due Diligence during Acquisition, Top Consultant Magazine, Great Britain, 2002.

Recruiting and Retaining the Emergent Workforce, presented to the Society for Human Resource Management, Akron Chapter, 2002.

Effective Utilization of Human Capital, presented at the Ohio Foundation of Independent Colleges convention, June, 2002.

INDUSTRIAL COMMUNITY SERVICE

- Ed Schmidt Auto Group, Board of Advisors
- Principle Business Industries, Board of Advisors
- The Arts Commission of Greater Toledo, President of the Board of Trustees
- Adopt America Network, Executive Board
- WGTE Public Broadcasting, Community Board of Advisors