

BRIEF RESUME
Rodney Napier

Education: **Carleton College** - BA, **University of Chicago** - MA, **University of Wisconsin** - Ph.D. (Behavioral Studies)

University Teaching –

University of Pennsylvania – 2005 to present.

The Wharton School - Fellow - 1995 to 2002. Programs in Executive Team Dynamics and Physician Leadership.

Temple University - 1965 to 1977 Tenured Professor.

Courses in: Group Dynamics, Role of the Consultant, Leadership, Organizational Development, Group Management. Continues as an Adjunct Professor.

Management Consultant - **The Athyn Group** - 1977 to 1982 - President.

Management Consultant -**The Napier Group** - 1983 to present. Following is a sampling of diverse projects in which I have been involved over the years:

1. **Cornell University - Department of Facilities Management** A seven year project with a 1200 person department in which we helped develop a collaborative management culture and trained 200 leaders in new management practices.
2. **Jefferson Health Systems** Helped build a cohesive team with the CEO and the presidents of five large, previously independent and competitive hospital systems. The new health system had come together to create cost efficiencies and maximize the use of shared resources. Much of their success depended on the trust and good will of these key leaders.
3. **Solaris Health Systems** Commencing with the executive team, a series of training initiatives dedicated to transforming the culture of this large two hospital system to a more collaborative organization utilizing new management strategies.
4. **University of Virginia** Provided consultation and leadership in the development of a change management initiative designed to reduce costs and build a future direction for The University within the Department of Family Medicine, Department of Psychiatry and Department of Obstetrics and Gynecology.
5. **Becton Dickinson** Designed and implemented an executive development program in team dynamics and conflict management.

6. **Vulcan Materials** Developed a customized program for high potential executives focusing on new management strategies and leadership in cooperation with RHR International.
7. **Widener University** Established a highly collaborative strategic planning process intended to engage major constituents in the future direction of the University.

8. **Wellesley College** Utilizing intensive three day training sessions, involved three stratified executive cohorts to develop new approaches to the management/leadership process. Over the course of nine days, each group focused on meeting design, performance management, leadership style, conflict management, and planning, along with the development of diagnostic and problem solving skills.

A Sampling of Other Client Systems

Colleges and Universities

Antioch College
Bowdoin College
The College of New Rochelle
Goshen College
Immaculata College
INCAE (Instituto Centro American
de Administracion - Costa Rica)
ITESO University - Mexico
Rochester Institute of Technology
Saint Joseph's University
Southern Methodist University
Swarthmore College
University of Pennsylvania
University of San Diego
University of Santiago
University of Vermont
Westminster College
Widener University

Business and Industry

Bechtel
CBS
Centre Re Reinsurance – Bermuda
Cincinnati Health Alliance
Civilian Research & Development Foundation
Dupont/Xerox Imaging
Einstein Medical Center
Exxon
IKON Business Systems
Main Line Health Hospitals
Merck & Co., Inc.
Mutual Assurance of Canada
Sigma Xi – Scientific Research Society
The National Park Service
The New Israel Fund
The Office of the President – Nicaragua
PSE & G – Nuclear
The United Nations
US Army – Corps of Engineers

International Teaching, Facilitation and/or Consultation - Ghana, Chile, Bermuda, South Africa, Nicaragua, Costa Rica, Mexico, Canada, Russia, Finland, Germany and Israel.

Co-Director - **The Temagami Wilderness Experience – A ten-day program of emotionally and physically challenging events designed to build community in a wilderness setting.**

Co-Director - **GLI (Group Leadership Intensive) - A five day intensive program for leaders interested in group facilitation and the development of diagnostic, design and intervention skills.**

Publications - A dozen books and other publications including:

Measuring What Matters R. Napier and R. McDaniel, Davies-Black Publishing, 2005

The Courage To Act M. Klein and R. Napier, Davies-Black Publishing, 2003

Groups: Theory and Experience R. Napier and M. Gershenfeld - 7th Ed., Houghton Mifflin, 2003

Intentional Design and the Process of Change P. Sanaghan and R. Napier, NACUBO Press, 2001

High Impact Strategic Planning R. Napier, C. Sidle and P. Sanaghan, McGraw Hill, 1998