

**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