



Robert L. McHenry, CPCM, CT

Associate of The Dayton Group

Education: Ph.D. Candidate in Organization and Management from Capella University

- Certified Professional Consultant to Management (CPCM) in 1998
- Certified Trainer (CT) in 1998
- Certified Job Profiler by American College Testing in February 1996
- Master of Arts in Business Management from Central Michigan University in August 1987
- Bachelor of Science in Business Administration from University of Northern Colorado in March 1980
- Associates in Resource Management from Community College of the Air Force in April 1980

Current: Consultant on workplace related projects (management, supervision, productivity improvement, reengineering, work measurement, work simplification, needs assessment, customized training, and workplace skills enhancement. Adjunct Professor at McGregor School of Antioch University - teach management theory and practice, strategic marketing for non-profits, corporate strategy, operations management, and project management courses and seminars.

Prior Experience:

Independent Contractor - Managing Director (1999-2002) of non-profit trade association. Worked closely with 19 member volunteer Board. Managed budget and finances; managed events: 8 to 10 luncheon briefings and 8 to 10 seminars annually; Annual World Trade Week Trade Conference & Show; and Annual Golf Classic. Composed and distributed electronic version and hard copy of monthly "*TRADER*" newsletter.

Independent Contractor - Program Manager (1995-1998) for Community College state government contract with Ohio Department of Corrections. Personally designed **World Of Work**[®] 160 hour "*Employability and Work Place Skills Seminar*" and 90 hour "*Business Ownership Seminar*" presented in the workplace skills training program.

HRD Coordinator/Certified Job Profiler (1995-1996) for Joint Vocational School District - Managed Human Resource Development Program for JVSD Career Center. Met with company executives and staff to introduce/promote program capabilities. Worked closely with HR and Training Department staff for needs assessment, design and delivery of training. Designed courses/seminars for presentation to companies and the general public. Developed curriculum/course content from basic research to participant handouts and instructor materials. Certified by ACT as a Job Profiler in February 1996.

USAF Program Manager (1987-1990) for Recruiting Service's AFROTC Program. Managed nationwide recruiting program by coordinating activities of national recruiting force (1,200 recruiters, 210 first line supervisors, and 35 managers in recruiting qualified high school students. Managed program software design team.

USAF Program Manager/Management Engineering Team Commander (1978-1987) in various positions in AF Logistics Command and USAF Europe. Managed manpower and management engineering programs in multiple functions. Directed several concurrent manpower studies resulting in significant cost savings. Personally analyzed 3,608 civilian positions in 195 different job series to identify potential attrition and training problems to assist civilian personnel function in establishing 75 training positions.