

## **DONALD DUSENBURY**

**Associate**

Donald Dusenbury is a human resource development consultant with 35 years experience in a variety of consulting, line and staff capacities. He is founder and CEO of Organization Assessment and Development, Inc. Before becoming a consultant, Don spent 10 years as a manager in the corporate world and six years as an officer in the U.S. Army. Working with employees in many different settings, Don developed a passion for creating a more productive and satisfying work place. To that end, he has used his experience as Director of the AT&T Management Assessment Center to expand his expertise in organization and individual needs assessments. Don has also worked extensively in the areas of team building, employee involvement programs, management assessment, coaching, and implementation of major organizational change. He has guided Fortune 100 companies with mentoring programs, employee development, and employee acceptance of comprehensive change initiatives. Federal government clients include BLS, DOL, DOD, EPA, FEMA, GAO, HUD, DOI, DOJ, NASA, NLRB, NRC, NSA, OPM, SBA, TVA, USDA, and USGS. His results-oriented, collaborative approaches to consulting assignments and facilitation have yielded a loyal client base generating decades of repeat business. Don has been an associate of LEAD Alliance for over 15 years.

### **KEY SKILL AREAS**

- Organization Development
- 360-Degree Assessment
- Competency Analysis
- Process Facilitation
- Team/Group Problem Solving
- Management Assessment Centers
- Meeting Planning & Facilitation
- Human Resource Development

### **CONSULTING AND FACILITATION ENGAGEMENTS**

- Facilitate nationwide focus groups, analyze data, and provide synthesis for strategic planning.
- Design and facilitate problem-solving sessions for public policy issues, new initiatives and workplace issues with groups ranging in size from 4 to 400.
- Serve as Program Director to design and implement human capital investment projects such as long-term development initiatives, mentoring programs, and assessment processes.
- Collaboratively develop competency models and design user-friendly development tools.
- Create and provide individuals and organizations with assessment tools, results and metrics to serve as foundations for development plans for literally thousands of individuals and scores of organizations.
- Provide turnkey design, logistics management, delivery, and evaluation of seminars, conferences, and workshops.

### **EDUCATION AND CERTIFICATIONS**

- MBA: Management, Georgia State University
- MA: Psychology/OD, State University of Georgia
- BS: Civil Engineering, United States Military Academy, West Point, NY
- Clark-Wilson Certification
- Leadership Effectiveness Framework and Inventory, OPM

### **RECENT CLIENT LIST**

Government Accountability Office	National Aeronautics and Space Administration
Mobil Oil & Mobil Chemical	National Park Service
BSI, Americas	U.S. Department of Agriculture
U.S. Geological Survey	National Telecommunications Cooperative Association
Bureau of Labor Statistics	The Wexford Group, International
National Labor Relations Board	Federal Judicial Center