



Professional History

August 1976 to June 1977

March 2000 to Present

Evergreen Learning, Inc. – Clive, Iowa President

Provide a wide range of consulting and training services targeting medium size organizations. Primary expertise areas include: Sales, Marketing, Supervision, Management, Human Resources, Organizational Development, Leadership and Team Building.

June 1985 to March 2000

Pioneer Hi-Bred International, Inc. – Johnston, Iowa Sales Development Manager

Responsible for leading the training and development for this world leader's sales efforts in North America. Duties included, but were not limited to; the assessment of training and developmental needs, the design, development, coordination and implementation of programs for nearly five thousand people. Recruited and managed a team of twelve professionals and a multi-million dollar operating budget. Provided long-range people planning in support of the organization's strategies and goals. Contributed extensively in establishing and articulating Pioneer's people vision in the United States, Canada and Mexico.

July 1979 to June 1985

Indiana Farm Bureau Cooperative Association, Inc. – Indianapolis, Indiana Manager of Training and Development

Responsible for the knowledge and skill development of one of the countries largest agribusinesses. Duties included needs assessments, program design, project coordination, instruction and follow-up. This was accomplished while controlling an extensive budget and leading professionals in college recruiting, training and audiovisual media. I served as an "in-house consultant" advising member managers on all types of human resource issues. Examples of specific areas were compensation, equal employment laws, job analysis/design, succession planning, employee development and career counseling.

June 1977 to July 1979

Agricultural Education Department **The Ohio State University – Columbus, Ohio** Graduate Student

As a Graduate Teaching Associate and E.P.D.A. Fellow, assisted in teaching undergraduate courses and worked closely with the department's efforts to comply with revisions of the state Teacher Certification Standards.

Agricultural Education Section **Purdue University – West Lafayette, Indiana** Instructor-Counselor

As a full-time member of the teaching faculty, served as instructor and counselor for undergraduate students. Conducted in-service training for teachers and assisted the coordinator and principal investigator for V-TECS a multi-state, tasks analysis project of numerous agricultural occupations.

July 1972 to August 1976

Southmont Jr. - Sr. High School – New Market, Indiana Vocational Agriculture Teacher and Department Chair

As department chairman and instructor of Vocational Agriculture, served as advisor to the Future Farmers of America and Young Farmers. Instruction ranged from elementary to adult learners. Planned and built a greenhouse and directed numerous projects throughout the school and community.

Education

Bachelor of Science
Agricultural Sciences, Purdue University, 1971

Master of Science in Education
The Ohio State University, 1979

Doctoral Degree
Vocational Education
The Ohio State University, 1985
Dissertation - "Professional Competencies Needed by Trainers in Agribusiness"

Professional and Community Leadership

- American Society for Training and Development
- Former National Director of the Agri-Industry Trainers Group, American Society for Training and Development