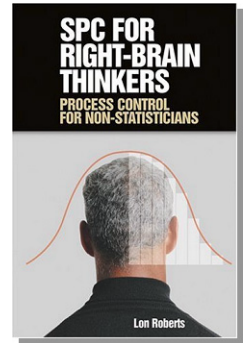


Lon Roberts, Ph.D.

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Author of . . .



Training & Development • Project Management Quality Management • Measurement Systems

Special Skills:

- Developing and delivering training courses for a variety of delivery platforms
- Building consensus and working with advisory groups on high-profile training/OD projects
- Managing training & organization development programs—human, physical, financial resources
- Planning and executing multiple projects and bringing projects to fruition—on time/within budget
- Using oral and written communication skills to instruct, inform, and motivate others
- Designing and administering survey instruments and inventories, including web-based tools
- Using analytical tools to support fact-based decisions in business and production processes

Current Status: President of Roberts & Roberts Associates, a Texas-based consulting and training firm, serving clients in both the public and private sector.

Career Synopsis: Thirty years of experience in industry and higher education. Have held corporate positions ranging from program manager, project manager, to technical training manager (E-Systems/Raytheon). Have also held positions in the public sector as an association executive (Alliance for Higher Education) and elsewhere as a college professor and academic program chairman (Texas State Technical College).

Noteworthy Accomplishments:

- Founded Roberts & Roberts Associates in 1990
- Established two consulting/training-provider affiliates to Roberts & Roberts Associates
- Author of four books, including a recent book published by Quality Press titled *Statistical Process Control for Right-Brain Thinkers: Process Control for Non-Statisticians*
- Implemented a joint education venture involving 15 corporations and 20 colleges and universities
- Managed projects and resources under the aegis of a major defense contract
- Grew revenue in a 501c(3) start-up entity by over 3000 percent during the first five years
- Spearheaded research for a region-wide, international executive education program
- Authored course development standards for multiple contractors supporting a joint defense program
- Designed and developed over 30 training programs and other related products
- Established an innovate technology program within a public institution of higher education
- Served on two boards that fostered alliances between industry and academia
- Frequent speaker at conferences and other industry events

Formal Education: Ph.D., 1982, University of Oklahoma, Adult Education (research in decision modeling)
M.S., 1976, Oklahoma State University, Technical Education (electrical engineering)
B.S., 1975, Oklahoma State University, Technical Education (electrical engineering)
Completed MBA business core requirements, University of Dallas

Career Chronology

1990 – Present

Roberts & Roberts Associates (Plano, Texas)

Co-Founder, President, and Principal Partner

Employed full time in performance of the following duties:

- Manage business operations for the parent company and two affiliates
- Design and utilize psychometric tools to support training and consultation
- Conduct research in support of course development and writing projects
- Administer web-based training support tools, such as online needs-assessments and diagnostic inventories
- Design and maintain three websites
- Design, develop, and deliver cutting-edge training programs
- Provide pre- and post-training consultation to clients
- Coordinate and execute all product and service marketing initiatives
- Manage contract trainers and customer relations
- Served on the board of the Center for Advanced Electronic Imaging

1986 – 1990

Alliance for Higher Education (Dallas, Texas)

Director, Professional Education Resources Center

Employed full time in performance of the following duties:

- Implemented a high-profile, region-wide training enterprise, endorsed by the mayors of Dallas and Ft. Worth, with seed grants from both cities
- Conducted survey research to identify regional training needs and priorities
- Utilized an ITFS television system to deliver distance learning programming
- Collaborated with continuing education directors from 20 institutions
- Formed advisory committees and collaborated with leaders from major corporations throughout North Texas
- Provided briefings to the board of directors, Council of College & University Presidents, and Council of Business & Industry Executives
- Managed sensitive issues involving competing institutional interests
- Prepared strategic plans, annual budgets, and grant proposals
- Managed professional staff as well as physical and financial resources
- Served on the board of the Metroplex Alliance for Engineering Education

1980 – 1986

E-Systems, Inc./Raytheon (Garland, Texas)

Program Manager; Technical Training Manager

Employed full time in performance of the following duties:

- Managed 30 professionals in a multiyear government contract—training customers, employees and contractors to support a joint defense program
- Coordinated with U.S. and international colleagues to develop and deliver proprietary training programs for customers and technical professionals
- Served as project manager on numerous projects, including the design and development of an embedded training simulator system
- Authored a proprietary course development standards manual—modeled on Instructional Systems Design (ISD) principles
- Devised human-factors engineering guidelines, used in designing new systems
- Provided briefings to senior government officials in periodic program reviews
- Designed and implemented a state-of-the-art video recording studio
- Wrote proposals and participated on contract-negotiation teams
- Prepared budgets, job descriptions, and staff promotion recommendations

Career Chronology (cont'd)

1978 – 1980

University of Oklahoma

Doctoral candidate, research assistant, statistics tutor

1976 – 1978

Texas State Technical College (Harlingen, Texas)

Professor and Chairman of Technology Programs

Employed full time in performance of the following duties:

- Managed three degree-granting programs (electronics, nuclear, electro-optics)
- Conducted task analysis research in support of curriculum development
- Coordinated with an industry advisory committee on routine basis
- Developed curriculum and designed courses within the curriculum
- Delivered classroom instruction and supervised student projects
- Conducted periodic campaigns to recruit minority students
- Prepared grant proposals and secured funding from public and private sources
- Coordinated a cooperative education program with Digital Equipment Corp.
- Served on a committee for developing a state-of-the art educational facility
- Managed physical, financial, and human resources, including staff development

Training Programs

Here are titles of some of the training programs I have designed and developed over the past 10-years. These titles are offered here as an indication of the range of my expertise:

- Project Management Workshop
- Statistical Process Control for Users
- Managing Accelerated Projects
- Managing Internal Projects
- Managing Documentation Projects
- Multitasking Management Skills Workshop
- Managing the High-Performance Project Team
- Understanding and Applying Microsoft Project
- Negotiating Without Confrontation
- Applied Negotiating Skills
- Process Reengineering Workshop
- Problem Solving and Decision Making
- Process Improvement Toolkit
- Failure Mode and Effects Analysis Workshop
- FMEA for Managers

Leisure Activities

- Amateur musician – play several instruments, including guitar and violin
- Avid reader – special interest in historical novels and travel memoirs
- Amateur poet – recently honored as a finalists in a National Library Week poetry contest