

Curriculum Vitae **Kevin R. Nash, Ph.D.**

Summary

Business School Professor: Seven years teaching and course design experience with undergraduate and graduate business, leadership, and Human Services programs.

Organizational Consultant: Eight years experience working internationally with clients to solve organizational change, recruitment and talent management, human resources, and organizational performance problems.

Corporate Executive: Fifteen years international experience in marketing and human resources management in the pharmaceutical, health insurance, and medical equipment industries.

Teaching and Course Design Experience – 2006 to Present

University of New Haven, West Haven, Connecticut (on ground)

- Managing in Global Markets on the Executive MBA program
- Motivation and Morale on the Masters in I/O Psychology program.

Albertus Magnus College, New Haven, Connecticut (on ground and blended)

- Organizational Behavior (graduate level)
- Organizational Renewal and Development (graduate level)
- Executive Management: Strategy and Leadership (graduate level)
- Entrepreneurial Thinking: Innovation and Creativity (graduate level)
- Managing HR in Organizations (graduate level)
- Critical Thinking and Decision Making (graduate level)
- Business Research Methods (graduate level)
- Resolving Conflict Through Dialogue, (graduate level)

Quinnipiac University, Hamden, Connecticut (on ground and blended)

- Foundations of Organizational Leadership (graduate level)
- Leading Organizational Change (graduate level)
- Employee Development Strategies (graduate level)

Kaplan University, Florida (on line)

- Strategic Human Resources Management (graduate level)
- Training and Development (graduate level)

Post University, Waterbury, Connecticut (on ground and on line)

- Professional Success Seminar (undergrad level)
- Introduction to Psychology (undergrad level)
- International Marketing (undergrad level)
- Entrepreneurship (undergrad level)
- Introduction to Organizations (undergrad level)
- Research Methods (undergrad level)
- Systems Management (undergrad level)
- Training and Development (undergrad level)

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Consulting Experience

2011 to Present	IMC Recruiting Partner
2006 to Present	Aspen Organization Development Consulting, LLC, Partner
1988 to 1993	Doctus / Byrne Fleming Consulting, UK and South Africa Senior Consultant

Representative consulting assignments:

USA

- Consulted with clients in the maritime industry to conduct recruitment searches to fill key technical and managerial positions
- Advised the President of a New York City based call center company on hiring new senior executives and improving the effectiveness of the senior executive team.
- Provided executive coaching to the Director of the New York office of a major on-line marketing company. The coaching contributed to the promotion of my client to Vice President.
- Restructured the sales and marketing functions in a major food and beverage distribution company.
- Established a project evaluation and review process for a major pharmaceutical company.
- Conducted two to three day leadership retreats with the senior teams of for profit and non-profit organizations
- Conducted employee 360 assessments and pre-hire assessments for clients in the transportation, healthcare, food and beverage, and non-profit industries

Africa

- Project managed the restructuring of support services in a group of ten fossil fuel power stations in Transvaal, South Africa, resulting in dramatic cost reductions.
- Successfully planned and implemented the restructuring of the technical support services in a large copper and zinc mine in Botswana, which produced dramatic cost reductions and efficiency improvements.

Europe

- Designed and taught a leadership development program for a major UK engineering and manufacturing company.
- Designed a competency model, 360 assessment process, and on-line training materials for a UK services company.

Asia

- Developed and facilitated a team development program for a group of senior executives in Seoul, South Korea, which improved communication and collaboration among the team.

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Corporate Experience

**1998 to 2006 Boehringer Ingelheim Pharmaceuticals, Connecticut, USA, a global
Pharmaceutical company with 37,000 employees worldwide, 9,000 US
Executive Director of Employee Development**

Led a team of twelve organizational development consultants and training staff.

Representative achievements:

- Redesigned and managed the corporate-wide performance management system which produced improved alignment between corporate and employee goals, greater transparency between performance and pay, and improved coaching of employees by managers.
- Introduced a corporate-wide Learning Management System (LMS) and e learning to the manufacturing, sales, and support functions. This increased the effectiveness of delivering and tracking training and a reduced risk of regulatory non-compliance.
- In partnership with the University of Michigan, designed and implemented a Senior Leadership Development Program for the top 70 managers in the USA. This elevated their level of understanding of the current and future business models, improved innovation and strategy execution skills, and promoted greater awareness of the need to develop the next generation of organizational leaders.

**1993 to 1998 Anthem Blue Cross & Blue Shield, Connecticut, USA
Leading health insurance company operating throughout the US
Senior Organization Development Consultant**

- Project managed the design and change management implementation for three new business units with 1000+ employees.
- Facilitated the development of key operating measures and a performance management system, which improved operational alignment.

**1984 to 1988 Mediplast UK Ltd.
Manufacturer of Medical Equipment
General Manager for the UK**

- Responsible to P & L results for the sales, marketing, and distribution of anesthesiology products to health care facilities in the UK.

**1979 to 1984 Abbott Laboratories UK
Pharmaceutical Manufacturer
Product Manager for Antibiotic Products
Sales Representative**

- Managed the marketing and advertising for a range of antibiotic products with sales of \$100 million

Education

- Ph.D. Industrial/Organizational Psychology, Capella University, 2005
- Master of Arts in Management, University of Kent, England, 1985
- Diploma in Marketing, Dublin Institute of Technology, 1978 (first in class)

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- National Certificate in Business Studies, GMT, Ireland, 1975
- Registered Psychiatric Nurse, UK, 1973

Publications and Presentations

- Nash, K. (2008) The Alignment of Personal and Organizational Values as a Predictor of Successful Hiring Decisions. Presented at the annual meeting of the Institute of Behavioral and Applied Management, Orlando, FL.
- Nash, K (2007), Differences in the Responses of Managers to 360 Degree Feedback in Low, Medium, and High Power-Distance Cultures. Discussion Paper presented at the annual meeting of the Institute of Behavioral and Applied Management, Reno, NV.
- Du Preez, M., Nash, K., (2007). New Approaches to Building Organizational Talent Pipelines. Discussion paper presented at the annual meeting of the Garden State Council of the Society for Human Resources Management. Long Branch, NJ.

Memberships

- Connecticut Maritime Association
- Institute of Behavioral and Applied Management (IBAM)
- Society for Human Resource Management
- Society for Industrial and Organizational Psychology (SIOP)
- American Psychological Society
- Integral Institute
- Experiential Training and Development Alliance

Boards

- Board Member, Institute of Behavioral and Applied Management (IBAM)

Citizenship: USA and EU

References: Available upon request