
David S Baskin PhD

Senior Advisor

Education

Ph.D., International University
for Graduate Studies

Ed.D. (ABD), Organizational
Change, Columbia University

M.A., Communications Arts
and Sciences, Queens
College (CUNY)

M.A., Adult Learning and
Organizational Development,
Columbia University

B.A., Psychology and
Education, Queens College
(CUNY)

Master Certification, KAI
Measurement of Cognitive
Styles, Montreal, Canada

Advanced Program in
Organizational Development
and Human Resource
Management, Columbia
University and the University
of Michigan

Transition and Transformation,
Individuals on the Move,
National Training Laboratories,
Bethel, ME

Advanced Certification
Analyst, International
Transactional Analysis
Association, Montreal, Canada
Workplace Learning, Columbia
University

Advanced Training,
Neurolinguistic Programming
Institute, New York

Advanced Training,
Ericksonian Hypnotherapy,
New York and Chapel Hill, NC

Leadership and Authority
Training, Allison and White
Institute for Tavistock Training,
New York

Fundamentals of Finance and
Accounting, New York
University

Professional Credentials

- Over 30 years of leadership and organizational development consulting including culture analysis and strategic change. Clients include mid-to large sized companies in varied industries. Experience includes internal and external consulting nationally and internationally. Client industries include pharmaceuticals, financial services, health care, engineering and construction, insurance, U.S. Army, Navy and Air Force, NASA, large scale consulting firms, manufacturing, power companies stateside and internationally, legal, as well as major world-wide conglomerates.
- More than 12 years of experience as an internal consultant to a major investment bank, member of a six person investment banking management team, and training director. Installed a management and sales accountability system, restructured departmental information systems, organized and chaired a committee on management, sales, marketing and cost-control issues. Set up training department for a variety of company needs.
- Four years in Chile, S.A., consulting for a large U.S. conglomerate in a technology transfer assignment for all sectors of Chilean industries.
- Several years providing leadership, strategic planning, executive development, team-building, culture studies and individual assessments for a major consulting firm.
- Over 20 years as owner of a consulting firm involved in areas of human resource management, business strategy, team effectiveness, change and performance management and sales.

Selected Experience

DELOITTE CONSULTING - New York, NY

Provided workshops and coaching for consultant managers and executives on how to provide feedback on sensitive issues, including performance appraisal sessions.

ITT - New York, NY

Provided technology transfer systems and consulting through Fundación Chile, an ITT subsidiary. This contract was monitored through U.S. intelligence agencies because of sensitive political issues involving the Chilean presidency. Client industries included manufacturing, energy, food, and banking.

WOMBLE, CARLYLE, SANDRIDGE & RICE - Winston-Salem, NC

Strategic Planning assignments for various practice groups, and continuous leadership coaching for attorneys who have had difficulties with either management, clients, employees or associate attorneys.

David S Baskin (continued)

FIRMLOGIC (Womble, Carlyle, Sandridge & Rice subsidiary) - NC

Facilitated strategic planning and organizational development processes for this start-up firm that develops and sells IT services to law firms.

UNITED STATES ARMY - Aberdeen Proving Grounds, MD

Contracted to facilitate interpersonal skills development training over a period of eight years. Participants were highly placed military and civilian employees.

UNITED STATES AIR FORCE - Travis Air Force Base, CA

Provided training and professional skills consulting to the Social Action Division of the Military Airlift Command. Facilitated workshops in interviewing, assessing, diagnosing and developing interventions for social issues.

BEAR STEARNS & CO. - Various locations

Began consulting contract in 1982. In 1986 became an employee and for 12 years provided consulting in the following areas: change management, organizational assessments, facilitating team work, leadership development, and human re-engineering, learning organization systems, coaching and counseling. I was involved in all aspects of the 300-member Investment Banking Department in the U.S. including management and administration.

UNITED STATES AIR FORCE - Hill Air Force Base, UT

Conducted workshops and "wrap-up" sessions for senior leadership personnel working to undertake organizational transformation processes.

LOCKWOOD GREENE ENGINEERS - Spartanburg, SC, Somerset, NJ and Atlanta, GA

First started working with Lockwood Greene when it was a subsidiary of J.A. Jones. One of my initial projects was merging the Power Sector with the Industrial Sector. Worked within the Lockwood Greene organization on projects ranging from strategic planning, leadership coaching, continuous improvement programs, and design of sales strategies for various clients. Projects included working with companies such as The Human Genome Project, Bristol-Myers Squibb, and Merck Pharmaceuticals. Workshops included conflict resolution between Lockwood Greene and client companies such as Intel.

NEW YORK CITY AND SUFFOLK COUNTY (NY) POLICE DEPARTMENTS

Pro-bono leadership development for chief and captain levels.

David S Baskin (continued)

Additional Professional Experience

- Human Resource Editor, *North Carolina Entrepreneur Magazine*
- Adjunct Lecturer, Organizational Behavior, Queens College (CUNY)
- Adjunct Lecturer, Organizational Change & Management, Mercy College, Dobbs Ferry, NY
- Guest Facilitator, Organizational Development, Columbia University/Teacher's College, New York, NY
- Selected to represent the North Carolina Triad for Leadership Development, Greensboro, NC

Professional Affiliations

- Organizational Development Network
- International Transactional Analysis Association
- American Society for Training and Development, past VP for Professional Development, New York metropolitan area, 1980-1981
- American Association for Adult and Continuing Education
- North Carolina Triad Leadership Network, Selected Member, 1996