



Rob Kramer

Alliance Partner, Interactive Consulting Services, Inc.

Areas of Expertise

*Authentic Leadership
Executive Coaching and Support
Experiential and Simulation Learning
Learning and Changing Organizations
Maximizing Leadership At All Levels
Team Building
Work/Life and Balance Integration*

Professional Summary

Rob is the Director of Training & Development at the University of North Carolina. He is an executive coach and organizational development consultant, overseeing management, supervisory, & leadership development curriculum for the University's 11,000 staff and faculty.

Since 1998, Rob has provided executive coaching, consulting and business training for a variety of organizations including private corporations, Fortune 500 companies, non-profit and health care environments, government agencies and educational institutions.

Rob has coached CEO's and executives in public and private sectors, political appointees in the federal government, entrepreneurs, and front line managers. His training and consulting work emphasizes practical knowledge, reflective learning, and specific actions that have application to real world situations. He incorporates structured initiatives with lots of interaction, humor, and encouragement.

Rob received his B.A. in Psychology, with a minor in Philosophy from the University of Delaware. Concentrating on Social Psychology, Rob's primary focus was examining group behavior, dynamics, and interaction. Rob received his Masters degree from the University of North Carolina, and completed certification in Organizational Development through UNC-Charlotte. He is qualified to use and interpret the MBTI, FIRO-B, and a number of 360° Assessment Instruments. He is also an adjunct faculty member for the Federal Executive Institute, the premiere executive leadership training facility for the Federal government, where he teaches in both the residential and customized programs. Rob serves as a board member for "Chief Learning Officer" magazine's Business Intelligence Board, is a member of the Organizational Development Network, the College and University Professionals Association, and the University Managers Association.

Industry Experience

*Federal Government
Fortune 500 Companies
Health Care
Higher Education
Non Profit
Pharmaceutical
Small Business and Entrepreneurial
Telecommunications*

Functional Experience

*Front Line Supervision
Executive Management
Strategic Planning
Program Development
Team Effectiveness*

Education

*B.A., University of Delaware
M.A., University of North Carolina*

Certifications

*Organizational Development
Variety of 360° Instruments
Myers-Briggs Type Indicator (MBTI)
Fundamental Interpersonal Relations
Orientation-Behavior (FIRO-B)
Development Dimensions International
Trainer (DDI)
Organization Workshop Certified Trainer
(Barry Oshry – Power & Systems, Inc)*