



## Alan Randolph, PhD

Dr. Alan Randolph is a Senior Consulting Partner for The Ken Blanchard Companies®. Employing an engaging, comfortable, and insightful style, he makes complicated topics come to life. Drawing upon his great depth of content knowledge and practical experience, he connects with people to provide the substance to help them on the job, as well as in their personal lives. Alan's presentations are filled with examples, anecdotes, and engaging stories that keep people involved in the learning process.

Alan has been a facilitator and consultant for more than 30 years. His way of delivering content is cutting edge and relevant to today's workforce. He works exceedingly well with multiple levels of management, from the C-suite to the front line, due to his keen ability to listen to and understand the clients' issues and goals. Alan's facilitation and consulting experience includes government and international companies and industries such as financial, pharmaceutical, engineering, utilities, and manufacturing. His specific areas of expertise include leadership, empowerment, leading change, performance management, and team skills.

Alan is Professor Emeritus of international business and leadership at the Merrick School of Business, University of Baltimore. He has authored numerous academic and practitioner articles, several best-selling books on empowerment, and many training materials, including several used in the SLII® courses.

Alan holds a bachelor's degree in industrial engineering from the Georgia Institute of Technology and Master and PhD degrees in business administration from the University of Massachusetts.

Alan's native language is English, and he speaks Spanish proficiently and German at the conversational level. He enjoys tennis, biking, hiking, and travel in his spare time.

### Testimonials

*"Alan was instrumental in customizing SLII® to align with Danaher values and served as our guide for rolling it out on four continents. Alan exemplifies the characteristics that define partnership, and I look forward to continued work together."*

—Annie Miller

*"Alan is an excellent facilitator who consistently receives positive results. He is a great strategic partner who has collaborated with us to align leadership development with our company objectives and to develop a reinforcement strategy to ensure that the learning sticks."*

—Marybeth Drusano

*"Alan's extraordinary instructional skill and in-depth knowledge with leadership principles provided a solid foundation for all the managers he instructed—from the newest manager to top executives in our company."*

—Mark Robbins, Robbins