

## **Dr. David E. Hartl**

### **Brief Biography**

Dr. David Hartl is an organization effectiveness and leadership development consultant/educator with more than forty years of experience. In his professional practice, Dr. Hartl helps organizations, executives, and managers improve their individual and organizational effectiveness by partnering with them in these areas:

- organizational effectiveness consulting,
- leadership development,
- organizational surveys and research,
- restructuring & organization design,
- executive consultation and coaching,
- management education,
- supervisory training,
- strategic planning
- change management,
- total quality initiatives,
- team building,
- training and development,
- comprehensive training program development,
- stress management,
- managing technology infusion,
- mediation and conflict resolution,
- negotiation skills,
- organizational diversity,
- and other strategies.

He also provides conference or meeting designs and facilitation services for involving people in policy analysis, decision-search, program development, consensus building, and alignment with strategic plans, continuous improvement objectives, and clarifying organizational goals. Dr. Hartl has worked with a wide variety of clients including Fortune 500 corporations; high-tech businesses; manufacturing and construction companies; government agencies at municipal, county, state, and federal levels; public and higher education; health-care systems; fire and law enforcement agencies; professional partnerships; voluntary and community organizations; and professional associations, as an organizational effectiveness consultant, executive educator and coach, keynote speaker, conference designer, moderator and facilitator.

Concurrent with his consulting activities, since 1965, Dr. Hartl has taught at the graduate level in executive leadership, organization and department leadership, management, supervision, organization dynamics, organization development, organizational research, the consulting process, project management, adult education and training, and program development. His academic appointment at the University of Southern California began in 1976 where he taught for more than twenty years in the graduate program of public administration. He served as director of the USC Center for Training and Development, and Chair of the Organization Behavior department. Additionally, he teaches in the Executive Education Program and is a Fellow of the Center for Leadership and Team Development at the UCI Paul Merage School of Business. He also taught part-time for ten years in the graduate programs of the College of Business Administration at California State University, Long Beach. Previously he taught in the graduate programs of adult education at Boston University and The Johns Hopkins University.

He is the author of more than 250 articles, book chapters, monographs, research reports, and papers in the fields of leadership, management, planned organizational change, team building, adult education, training, stress management, and psychological and temperament type in organizations.

He holds a masters degree in adult education (1965) and a doctorate in social psychology (1974) both awarded by Boston University. He is professionally certified as a Master Practitioner in the use of the Myers-Briggs Type Indicator® (MBTI®) and other psychological instruments.

Dr. Hartl is, or has been, a professional member of the American Management Association, national member of the American Society for Training and Development and past president of the ASTD Orange County Chapter, national member of the Organization Development Network and a Founder and first Coordinator of the Orange County OD Network, member of the American Society for Public Administration, life member of the Association for Psychological Type, and life member of the World Future Society. He has been a presenter/speaker at local, regional, and/or national conferences of all of these associations.

Dr. David Hartl may be contacted through his website at [www.davidhartl.com](http://www.davidhartl.com) or (714) 633-0680.