



Alan Randolph, PhD

Dr. Alan Randolph is an experienced, knowledgeable, and engaging presenter, consultant, trainer, and writer. Applying his great depth of knowledge and practical experience, Alan makes complicated topics come to life. He entertains people and provides the substance that helps them on the job as well as in their personal lives. Alan's presentations are filled with examples, anecdotes, and humorous stories that engage listeners in the learning process. Comfortable and clear, Alan connects with his audiences in a way that makes them want to draw from his extensive background and experience.

As a senior consulting partner with The Ken Blanchard Companies®, Alan has coauthored a number of popular Situational Leadership® II products. He has also worked as a keynote speaker, consultant, and writer, both domestically and internationally. In addition, Alan is a professor of international business and leadership and Academic Director of the Center for Global Business Studies at the Merrick School of Business, University of Baltimore, where he teaches undergraduate and MBA students and works with business leaders in the mid-Atlantic region on leadership and global business education.

Alan has written extensively in the field of business management. One of his books, *Empowerment Takes More Than a Minute*, coauthored with Ken Blanchard and John Carlos, immediately climbed to #7 on *BusinessWeek*'s best-seller list. The book is available in nearly 20 languages around the world. Their follow-up book titled *The 3 Keys to Empowerment* is a detailed action guidebook. The third book he coauthored on team empowerment with Ken Blanchard and Peter Grazier is titled *GO TEAM! Take Your Team to the Next Level*. He is also a coauthor along with Ken Blanchard and other Blanchard Consulting Partners of an outstanding reference book, *Leading at a Higher Level*. In addition, Alan has been published in the *Harvard Business Review*, *Organizational Dynamics*, *Sloan Management Review*, *The Academy of Management Executive*, *The Academy of Management Journal*, *Harvard Management Update*, plus numerous other journals.

Alan received his doctorate in organizational behavior and his MSBA in personnel and industrial relations from the University of Massachusetts. He also holds a bachelor of industrial engineering from the Georgia Institute of Technology. In addition to English, he is proficient in Spanish and has lived and worked in South America. Alan and his wife, Ruth Anne, live in Baltimore, Maryland, and they have three lovely daughters.

THE Ken Blanchard
COMPANIES

The Leadership Difference®

Clients

A&E Television Networks	G.E. Information Services, Inc.
Arjo Wiggins Fine Papers Ltd. (England)	HCIA, Inc.
Banco del Trabajo (Peru)	Host Marriott
Bearing Point	ITOCHU International Inc.
Colonial National Bank	Johns Hopkins Hospital
E.I. DuPont Company	Kimberly-Clark Corp.
Empresa Polar (Venezuela)	Pacific Gas and Electric
Environmental Elements Corporation	Phillips Petroleum Company
Exxon-Mobil	PricewaterhouseCoopers
Florida Power and Light	Procter & Gamble
Freddie Mac	Robbins-Gioia Consultants
	Shimadzu USA
	Siemens Medical Systems

Testimonials

"Alan was a tremendous asset and advisor to our company. He tailored his services to our business needs and worked hard to understand our issues so that he could immediately connect with our audience."

—John Robison, Practice Management Partners, Inc.
(Formerly with HCIA, Inc.)

"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-Gioia Consultants

"Your work with our plants and their teams provided a solid basis for the development of Empowerment across our company. It was a significant complement to the work we have been doing to make better use of teams in our company."

—Julio Castro, Empresa Polar (Venezuela)

"The training session you gave last summer helped us a great deal in building our internal capacity to train others. We are having great success in teaching SLII® to our managers in Mexico."

—Rolando Ortiz, Procter & Gamble Mexico

"Your insights on building self-directed teams will prove invaluable to our company."

—Ted Verdary, Environmental Elements Corporation

"I was particularly appreciative of the variety of learning experiences you offered. That diversity permitted lots of learning to occur."

—Tom Jackson, Colonial National Bank