

Whiteboard

Maximizing Human Capital

Paul Marciano, Ph.D.



Dr. Paul Marciano
President, Whiteboard, LLC

Areas of Expertise:

- Employee Engagement & Retention
- Team Building
- Executive Coaching
- Executive Onboarding & Assimilation
- Performance Management
- Change Management
- 360° Assessment
- Meeting Facilitation
- Behavioral Interviewing
- Survey Design, Development & Analysis
- Customer Service Training

Professional Experience:

- *Founder*, ColorMe Company
- *Visiting Lecturer*, Princeton University
- *Assistant Professor*, Davidson College
- *Senior Consultant*, John Kello & Associates
- *Director of Research*, E.C. Davis & Associates
- *Human Resources Associate*, Davidson College

Education:

- Yale University, Clinical Psychology, M.S. & Ph.D.
- Davidson College, Psychology, B.A.

Professional Affiliations:

- National Speakers Association
- American Psychological Association
- Society for Industrial and Organization Psychology
- Society for Human Resource Management
- American Society of Training & Development

Background:

Dr. Paul Marciano earned his doctorate in Clinical Psychology from Yale University where he specialized in behavior modification and motivation. For more than 20 years Paul has helped organizations cultivate, manage and grow their human capital through targeted behavioral interventions including coaching, training, facilitation and team building workshops.

In 2003, he created the RESPECT™ Model which transforms an organization's culture and leads to sustained increases in employee engagement, team functioning and leadership effectiveness. Paul's work has been embraced by schools, medical practices, pharmaceutical companies, manufacturing facilities, sales organizations, consulting firms, and government agencies.

Paul's book, *Carrots and Sticks Don't Work: Build a Culture of Employee Engagement with the Principles of RESPECT* (McGraw-Hill, 2010) has been endorsed by respected business leaders, human resource professionals, and the media around the world.

To each of his clients, Paul brings the rigor of his academic training, experience as a consultant, business owner and entrepreneur, sensitivity as a therapist, and passion for helping people and organizations evolve and grow. He prides himself on building trusting and collaborative relationships with his clients and providing services that lead to enduring and meaningful change for individuals and organizations.

Client Results:

- Coached company CEO in changing interpersonal behaviors detrimental to team functioning and engagement leading to reduced turnover among top level executives, increased morale, and higher levels of discretionary effort.
- Coached plant manager with anger issues that had led to multiple complaints by employees. Intervention resulted in zero complaints over following 12 months, increased job satisfaction and life balance for plant manager, and greatly improved team functioning among leadership team.
- Transformed dysfunctional technical support team through RESPECT Team Building Event leading to increased levels of information sharing, cooperation, trust and support among team members.