



## Ruben Rodriguez

Consultant  
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Ruben has over 20+ year's senior-level experience within high-tech and bio-tech corporations, delivering business-driven consulting solutions for leader and team impact.

Content Expertise: Management Fundamentals, Transition Management, Team Performance, Cultural Diversity/Inclusion and 360/Style Assessments.

Process Expertise: Instructional Design, Stand-up Training, Program Development, Meeting Design/Facilitation, and Integral Coaching. Ruben's professional experience includes;

### **Leadership Development**

Leader of 9-person team that built a 2-week development program for first-level leaders. An externally conducted study determined a 2-4 dollar return for every dollar invested in the program, based on increased leader effectiveness metrics. Developed and delivered an innovative "train-the-trainer/learner" approach to knowledge transfer to enable a strategically critical new manufacturing plant in Puerto Rico.

### **Team Development**

Designed and facilitated many strategic planning meetings for business teams, new leader assimilation, and various team effectiveness interventions. Developed and delivered a change and transition management workshop to support global marketing team through a major re-structuring process. Designed/delivered team kickoff workshops to launch new product development teams.

### **Coaching**

Coached many leaders in direction setting, performance management and team leadership. Serves as adjunct faculty with New Ventures West, mentoring professional coaching students through year-long program, and as certification panellist. Maintain a successful coaching practice to private clientele since 2001.

Certifications that Ruben has undertaken include;

- Professional Coaching Certification (New Ventures West-SF)
- Instructional Design: High Impact Learning & Success Case Method (Brinkerhoff/Dressler)
- Transition Management (William Bridges & Associates)
- Change Management (ODR – Darryl Connor)
- Managing Personal Growth (MPG/Blessing-White)
- MBTI Qualifying Training Certification (Association for Psychological Type)
- Behavioural Interviewing (Paul Green & Associates)
- Strategic & Graphic Facilitation (David Sibbet/The Grove, Inc.)
- Certificate in Training & Development (University of Santa Cruz).

### **Education**

- MS in Organization Development, University of San Francisco
- BS in Business Administration, Santa Clara University

### **Assessments**

- Myers-Briggs Type Indicator: I & Step II
- PDI 360 Profiler 360 (Personnel Decisions Inc.)
- Lominger Limited, Inc. – Career Architect
- DiSC Assessment (Inscape Publishing)
- Personal Insight Inventory (Belle-Isle Insight Consulting)
- Lencioni: Five Functions of Team - Assessment