

Curtis D. Curry

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Summary

Training professional with twenty years experience working in human performance improvement, organizational effectiveness and leadership development. Mr. Curry has demonstrated capabilities in designing, teaching, managing, and evaluating programs and has extensive leadership experience. He is fluent in English, Spanish and French, and possesses conversational proficiency in Portuguese.

Professional Experience

Quality Learning International, Malabar, Florida **1996 – Present** **President, Leadership & Management Development Consultancy**

Provides training, human performance improvement (HPI) consulting, and executive coaching for leaders in North America, Latin America, Europe, and Asia. Conducts HPI needs analysis, designs programs, and facilitates training in English, Spanish, and Portuguese for clients, including Fortune 500 companies. He has designed over 100 workshops and courses, and trained more than 20,000 managers, engineers, salespeople, and other professionals. Curtis has developed management and leadership training for Columbian Chemicals, Intersil Corporation, Lanier and Peabody Energy. He also developed/facilitated leadership effectiveness programs for executives and mid-level managers at United Space Alliance, McKesson, and Ricoh. Other projects include international ethics & HPI consulting for Harris, creating high-potential (HiPo) programs for Harris and Intersil corporations, and consulting on an 18-month executive assessment and leadership training project for a major organizational change initiative at BHP Holdings-Australia/Chile. He has worked with leaders from Kraft, Disney, AT&T, MCI, Ford Visteon, New Piper Aircraft, Ricoh Corporation and others.

Rollins College, Winter Park, Florida **2003 – Present** **Adjunct Instructor/Team Coach, Crummer MBA Program (2005-Present)** **Adjunct Instructor/Workshop Leader, Executive Education (2003-Present)**

Developed and facilitates the team chartering process and provides coaching to Rollins College MBA cohorts. Serves as an adjunct instructor in the Executive Education Department at Rollins College facilitating custom programs for corporate clients including Schenck, Orange County Clerk of Courts, Sawtek (semiconductors), and Tupperware. Also serve as workshop leader for the Crummer Leadership Program providing high-impact training for business leaders.

Florida Institute of Technology, Melbourne, Florida **2000 – Present** **Adjunct Instructor, Graduate Program in IO/Psychology** **Adjunct Instructor, Business Administration**

Designed and teach a 1-credit course on global leadership for Masters and PhD students in industrial psychology. Developed a 3-credit course on organizational consulting skills for IO/Psychologists who plan to work in industry or government. At the undergraduate level, teach business courses in management and international management.

CHP International/Entrena, Inc., Santa Lucía, Honduras

1991 – 1995

Director June 1994-December 1995

Directed operations of training center with staff of 65. Oversaw the implementation of training for Honduras and Nicaragua Peace Corps technical assistance projects. Recruited, trained, and supervised personnel, ensured contract compliance, and managed overall training design. Facilitated train the trainer, diversity, and cross-cultural adaptation sessions. Counseled staff and trainees and implemented staff development programs.

Assistant Director/Master Trainer February 1991-May 1994

Managed the development of training programs for CHP and Entrena. Designed/conducted needs assessments, developed train-the-trainer programs, managed cross-cultural adaptation, technical, and language programs, developed center's performance appraisal system, and observed/coached/evaluated trainers. From Aug.-Dec. 1992, directed CHP training center in Jinotepe, Nicaragua

World Trade Institute of the Americas, World Trade Center Miami

1988 – 1990

Director

Responsible for planning, budgeting, marketing and managing all training courses and workshops of the largest international trade education program in Florida. Recruited faculty, oversaw curriculum development, and designed program evaluations to assess the impact of training. Ran programs in international marketing, international finance, letters of credit, foreign languages. Successfully negotiated special joint programs with Nova University, Miami-Dade College, the Florida Bar, Florida International Banker's Association, and ran dozens of other successful programs. More than 2,000 individuals attended high-quality WTIA training seminars, exceeding 1988 contract goals by over 70 percent and 1989-90 goals by 84 percent.

Miami-Dade College, Center for Business & Industry (CBI) Miami, FL

1986 – 1988

Director of Training January-September 1988

Planned and implemented professional training programs for South Florida companies. Developed curricula with subject matter experts, recruited trainers, and supervised program implementation. Also managed 12-member project team as director for a DOE project to develop English as a Second Language (ESL) teacher training materials (instructor's guide/video training package).

Grant Training Projects Director August 1986-December 1987

Managed CBI's grant projects. Responsible for researching, designing, budgeting, and managing the Center for Business and Industry's grant training projects. Activities included production of proposals, supervision of project faculty and staff, budget monitoring, and submission of project evaluation reports to funding agencies. Directed Cordis Corporation Multi-Skills Training Project and Southland (7-Eleven) Supervisory Skills Training Program (also responsible for delivering training and supervising other trainers). Promoted to Director of Training, January 1988.

Education

PhD in Leadership (In Progress) Barry University Orlando, Florida Completed coursework & passed comprehensive exams. Dissertation in progress. Program focus is leadership development and human performance improvement. Estimated graduation: Fall 2011.

MBA Webster University Merritt Island, Florida

MA International Studies Florida International University (FIU) Miami, Florida
Focus of program on socio-economic and political development.
Awarded **Latin American and Caribbean Studies Certificate** by FIU

BA Political Science & History Northern Illinois University (NIU) DeKalb, Illinois
Double major-graduated CUM LAUDE. Studies abroad at University of Leicester and Oxford University, England and the Institute for American Universities, Aix-en-Provence, France.

Other Relevant Experience, Training, Certifications/Qualifications

- Maximizing Performance, Identifying Criteria for Success, Skills for an Empowered Workforce: Interaction Management, Developing and Retaining Talent, and Targeted Selection (Development Dimensions International, DDI)
- Supervision (Zenger Miller)
- Benchmarks, Executive Dimensions, Skillscope (Center for Creative Leadership, CCL)
- Conflict Dynamics Profile (Center for Conflict Dynamics)
- MBTI, Thomas-Kilmann Conflict Mode Instrument, and FIRO-B (CPP)
- Effective Leadership Indicator (Niagara Institute)
- Leadership Practices Inventory (Wiley)
- Leadership Behavior Analysis II-(LBAIL) Situational Leadership (Blanchard)
- Change Style Indicator, Decision Style Profile (Discovery Learning)
- Organizational Culture Inventory, Life Style Indicator (Human Synergistics International)
- DiSC, Team Dimensions Profile, Time Mastery Profile (Inscape)
- 7 Habits of Highly Effective People (Covey Leadership Center)
- Herrmann Brain Dominance Instrument (Herrmann International)
- Appraise Your World (MRG)
- Zodiac-business finance simulation, (Paradigm Learning)
- Preventing Sexual Harassment, The Art of Listening (Harris Corporation Certifications)
- Completed seminars in *Global Leadership* (2006) *Negotiating Conflict Across Worldviews* (2008) and *Coaching Global Executives* (2009) at the Summer Institute for Intercultural Communication, Portland, Oregon
- Completed *Executive Coaching*, College of Executive Coaching (2009)
- Awarded Diploma in Total Quality Management (*Diplomado en Gestión de la Calidad Total*) by the Catholic University of Honduras (1995).
- Completed graduate courses at Florida International University in D.Ed., Adult Education/HRD Program and a course in training at University of Miami (1989-1990).
- Member ASTD (American Society for Training and Development), SIETAR (Society for Intercultural Education, Training, and Research), Worldwide Association of Business Coaches, and the International Association of Coaches