

Richard L. Baron, Responsive Management Systems ®

PHILOSOPHY STATEMENT

Responsive Management Systems ® (since 1985) develops Excellence in Line-Level Leaders. Using applied research-based methods, Dick improves one-to-one & team performance management, communication and thinking skills.



AREAS OF EXPERTISE/RESULTS

- Line-Level Leadership Development Series
- I.D.E.A.S Brainstorming/Consensus/Priority Setting
- Life Line: Line-level workgroup conflict intervention
- Problem Analysis and Team Decision Making
- Periodic Performance Review
- S³ Leadership Development Survey
- Catalyst: Think Improvement for Line-Level Leaders
- Guidelines for Positive & Negative Corrective Action

EXPERIENCE / SELECTED PROJECTS

- AREVA NP – Fuel America
Brief Description: Responsive Management®: Think Improvement®: IDEAS® & Problem Analysis & Decision Making - Presentation of twelve 6-hour skills-based (30%- lecture/discussion & 70%-live skill simulations and participant practice) training sessions. 400 line Supervisors/Mid-managers, Sr. Managers and Scientists in Nuclear Power Engineering and Manufacturing.
- University of Washington Facilities Services & Environmental Health & Safety
Brief Description: Responsive Management®: Line-Level Leadership Core Competencies presentations of 18-hour skills-based (30%- lecture/ discussion & 70%-live skill simulations and participant practice) training sessions, Leader-Focused ReTeaming®, Think Improvement®: IDEAS® & Problem Analysis Facilitation, Responsive Management®: “Being an Effective Supervisor and Enjoying It Too”. 150 Directors, Engineers, Administrators, Superintendents, Line Supervisors/Mid-managers, Leads.
- Therapeutic Health Services
Brief Description: S³® - Leadership Development Survey – Nine Dimension – 22 Item Employee Feedback Survey. 1998 to 2006 (Eleven Administrations) - 17 units - Preparation, Administration, Collation, Array & Consultation on Objective Setting, Action Plan Development
- City of Seattle - Fleets Maintenance & Park and Recreation & Public Works
Brief Description: Responsive Management®: Line-Level Leadership Core Competencies presentations of 9-hour skills-based (30%- lecture/ discussion & 70%-live skill simulations and participant practice) training sessions, Think Improvement®: IDEAS® & Problem Analysis Facilitation, Responsive Management®: Being an Effective Supervisor and Enjoying It Too. Fleets: 325 Managers & Line Supervisors, Leads.
- City of Everett
Brief Description: Responsive Management®: “Supervising Effectively and Enjoying It Too” - Presentation 6-hour skills-based (30%- lecture/ discussion & 70%-live skill simulations and participant practice) training sessions. 50 line Supervisors/Mid-managers, Sr. Managers in all City Services areas.
- WSDOT (Washington State Department of Transportation)
Brief Description: Responsive Management®: Line-Level Leadership - Presentation 18-hour skills-based (30%- lecture/discussion & 70%-live skill simulations and participant practice) training sessions. 50 line Supervisors/Mid-managers, Sr. Managers in Transportation Design & Construction Engineering. Four, Leader-Focused Reteaming® Project Engineer Consultations.

EDUCATION/TRAINING/PROFESSIONAL ASSOCIATIONS

- M.A., Clinical-Experimental Psychology, Wichita State University, 1972.
- American Psychological Association (since 1976).
- International Society for Performance Improvement
- Association for Advancement of Behavior Therapy (since 1974).
- B.S., Sociology, Southwest Missouri State University, 1969.
- Society for Human Resource Management
- American Psychological Society (Charter, since 1984).
- American Society for Training & Development

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