



Michael J. Vandermark, Ph.D.

Licensed Industrial/Organizational Psychologist



Michael J. Vandermark is founder and president of Vandermark & Associates, Inc., a professional consulting firm providing services related to industrial/organizational psychology. Executive and managerial coaching, Organization Development (OD) interventions, and a variety of consulting, assessment and training services are available.



Dr. Vandermark has been licensed as an industrial/organizational psychologist by the State of Arizona since 1990. License #1708. He provides both individual and corporate services related to OD and has been providing executive and managerial coaching services since 1993.



Dr. Vandermark is the founder of the International Coaching and Training Institute. With Training Centers in Tempe, AZ and Dublin, Ireland, ICTI provides corporate and life coach education via face-to-face sessions, online self-paced learning and webinar-based delivery systems.



As a member of the academic community, Dr. Vandermark serves as faculty member for Northern Arizona University and the School of Advanced Studies (Doctoral Studies) for the University of Phoenix. He facilitates doctoral residencies related to critical thinking, innovation, creativity, leadership development, and organizational effectiveness.



As a General Partner with Mikel Harry, Ph.D. (Co-creator of Six Sigma) and the Six Sigma Management Institute, Dr. Vandermark provides coaching and services related to the 4th generation of Six Sigma methodology (The Great Discovery). His workshops are designed to teach the reasoning and thinking process used as a blueprint for the unprecedented global success of Six Sigma internationally over the past 2 decades.



Dr. Vandermark, via personal invitation by Dr. Deepak Chopra, served as Director and Master Facilitator for the Chopra Center in La Costa, California. He co-developed programs with Dr. Chopra and went on to certify others interested in delivering the work of the Chopra Center in workplaces throughout the world. Dr. Vandermark continues to offer Chopra-related workshops and certifications.



In 2005, Dr. Vandermark joined with professional musicians and songwriters Bob Henke and Alan Harkrader to Create *A Message With Music*, a unique production company applying parodies and music to the delivery of education in workplace settings.



Charthouse Learning Corporation, producers of the continually best selling video, FISH!, have collaborated with Dr. Vandermark to deliver a variety of FISH!-related consultation including: FISH! FISH-STICKS!, FISH!-TALES, FISH! for Leaders, and FISH! for Culture Change. Dr. Vandermark is one of only seven Charthouse Consultants throughout the United States.

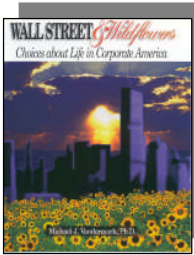
Dr. Vandermark served as a USAF pilot and airline pilot prior to completing his doctoral education, licensure, and entry into consulting.



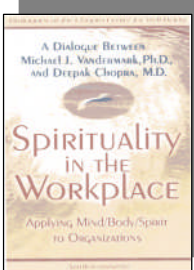
Publications



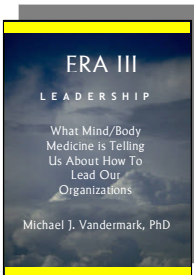
As an airline pilot, Dr. Vandermark's research on airline pilot personalities and attitudes toward other crew members contributed significantly to human factors research by NASA, the FAA, the NTSB and other aviation research organizations. Dr. Vandermark speaks internationally regarding his findings.



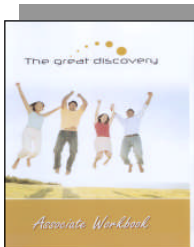
In *Wall Street and Wildflowers: Choices about Life in Corporate America*, Dr. Vandermark highlights the choices we make in our work lives. He provides over 220 suggestions related to health, well-being and success on the job.



Dr. Vandermark joined Dr. Deepak Chopra in this audiobook as they discussed the growing interest in spirituality in the workplace, and how to apply principles of mind, body, and spirit to add meaning and purpose to one's work.

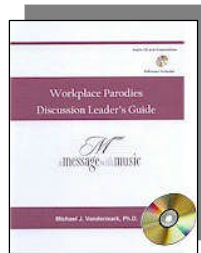


In *ERA III Leadership*, Dr. Vandermark describes a time when we join others in disciplines such as medicine, biology and physics who have adjusted to accepting the unexplainable mysteries and miracles of life as part and parcel to their work. The need for leaders to do so is fast approaching.

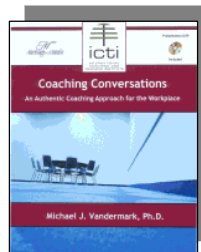


As General Partner with Dr. Mikel J. Harry, co-creator of Six Sigma, a revolutionary approach to defect reduction and value creation, Dr. Vandermark authored the *Great Discovery Workbook*, a guide to the application of the fourth generation of Six Sigma to our personal, home and work lives.

Throughout the past 22 years, Dr. Vandermark has contributed significantly to workplace education through an array of meaningful and creative publications. From flight deck research among major U.S. air carriers to collaborative work with prominent thought leaders, to a unique blend of music and corporate learning, Dr. Vandermark has distinguished himself as an educator, speaker, author and coach.



Through the use of 16 musical *Workplace Parodies* and visual representations about organizations and how they function, Dr. Vandermark entertains and educates simultaneously with a group of musicians known as *A Message With Music*.



With music, parody and lesson-based lyrics, Dr. Vandermark lays out the essential best practices of coaching in the workplace. *Coaching Conversations* is not only an effective coach education tool, it is an invitation to a unique and fun approach to corporate education.

Contact Dr. Vandermark at mikevandermark@cox.net

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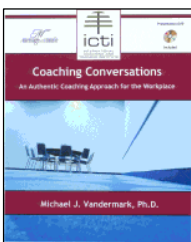
Services

What is Industrial/Organizational Psychology?

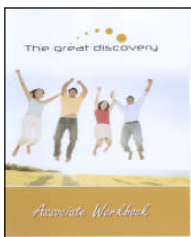
As a consulting Industrial-organizational psychologist, I contribute to your success by improving the performance and well-being of your people through hiring practices, personality and attitude assessment, group facilitation, training programs, and feedback systems.

Job Performance	Personnel Recruitment and Selection
Personality Assessment	Training and Training Evaluation
Work Motivation	Job Attitudes (Satisfaction, Commitment)
Work/Life Balance	Decision Making
Organizational Culture/Climate	Organizational Surveys
Leadership and Executive Coaching	Job Design
Organization Development (OD)	Group/Team Performance
Executive Retreats	Coaching & Mentoring

Workshops and Seminars



Coaching Conversations is an 8-week course designed to instill fundamental coaching competencies among participants. The course is delivered via an on-the-job approach with immediate application of coaching skills in and out of the workplace. Materials include workbook, DVD and 8 prerecorded or live webinars. Participants learn to add coaching competencies to their role as leader/manager, and can transfer the skills to their personal lives as well.



Six Sigma Generation IV (The Great Discovery) applies the fundamentals of Six Sigma in a user-friendly yet powerful method of goal and dream achievement. Based on 25 years of experience, this course was co-developed by myself and Mikel J. Harry, one of the original architects of Six Sigma and presently recognized as the world's leading Six Sigma authority. This one-day course aids small business owners in the arenas of profitability, goal achievement, customer satisfaction and employee performance. Materials include a book, workbook, and DVD.

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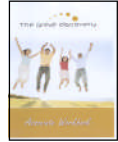
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“Brown Bag” Speaking Topics

45-Minute Lunch Time Briefings - \$199

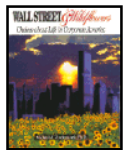
The Great Discovery (Six Sigma for Small Businesses)

This briefing outlines the design and application of the fourth generation of Six Sigma for use in small business, as well on one’s personal and home life. As a disciplined and structured method for accelerating the advancement of human achievement, the *Discovery Process* has a proven track record of over 25 years globally in public, private and government organizations of all sizes. Learn how Six Sigma thinking can be easily applied to create breakthrough in everything you do.



Choices about Life in Corporate America

Based on his book, *Wall Street & Wildflowers: Choices about Life in Corporate America*, Dr. Vandermark uses metaphor, stories, and even corporate poetry to illustrate the importance of finding one’s passion at work. Many tips and suggestions are offered regarding how to manage your own career and how to start down the path of discovering meaning in life at work.



Fish!

View one of the leading selling business videos on the market today. Then learn how hundreds of organizations have implemented the FISH! philosophy over the past 10 years. This is an excellent program to reinforce the importance of customer service, creativity, and fun on the job. Learn how to increase revenue via higher levels of customer delight.



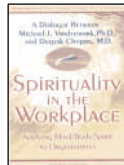
Coaching Conversations

Via music and parody, this presentation introduces the essentials of workplace coaching. Participants learn the difference between leading, managing, mentoring and coaching. Useful tips are introduced as well as suggestions for immediate application. A question and answer period addresses individual situations and provides personalized suggestions. This is a “must see” for those who are interested in a coaching approach in their company or organization.



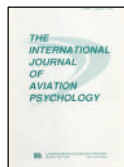
Seven Laws for Engaging Spirit in the Workplace

It is becoming apparent that the “Do More with Less” approach to task accomplishment is here to stay. Research tells us that developing ways to satisfy the employee is also developing ways to better serve the customer. Creating an environment that leads to employee satisfaction during times of more work with fewer workers is tough. Engaging the body, mind, and spirit of individuals crates a “spirit” of the organization that we all know can obtain amazing results. How do leaders in organizations create a “spiritual” (not religious) workplace? What is this concept all about and what is needed for it to succeed? Do organizations have a “higher self” and if so, what is it all about?



Black Box Recordings : What Airline Accidents/Near Accidents Teach Us About Teamwork

This startling presentation includes audio recordings of actual airline flight deck team interaction captured by the black box (cockpit voice recorder) during critical in-flight situations requiring flawless teamwork. A videotape of a National Transportation Safety Board computer re-creation of a classic accident that occurred as a result of a breakdown in teamwork is available to be shown and discussed. The black box contents are revealed pointing out where teamwork is crucial, in all types of combined human effort situations. The guidelines developed by the National Aeronautics and Space Administration (NASA) for reducing the margin for teamwork error to zero are presented and explained. These team performance guidelines are used by space shuttle crews as well as flight deck crews in every major U.S. airline. A series of analogies, examples, and suggestions about how to use the NASA guidelines during times of teaming are presented. Special emphasis is paid to taking command when the situation calls for it, and then returning to teamwork in order to survive critical organizational situations.



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