

Dr. Dan Pryor

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Collaborative, creative individual with a variety of experiences serving as a manager and senior faculty member at the Center for Creative Leadership, working internally in two Fortune 500 organizations, fifteen years as an independent leadership development consultant/coach working with large organizations, educational institutions, not-for-profit organizations, religious institutions, and small businesses.

Skilled in:

- Organizational Development
- Communication and Interpersonal Skills
- Program Design & Needs Assessment
- 360 Degree Feedback
- Understanding a Diverse, Changing Workforce
- Leadership Development
- Executive Learning, Growth and Change
- Organizational Change
- Facilitation and Group Process
- Creativity & Problem Solving
- Servant Leadership

Successfully consulted with business and organization professionals throughout the United States as well as parts of Australia, Canada and Europe. Committed to facilitating workable, practical leadership and organizational development solutions.

Professional Assignments

Howard Payne University, New Braunfels and Brownwood, Texas (2012-present)

Assistant Professor, School of Business

- Teach MBA courses in Leadership, Communication and Management

The University of Texas, Austin, Texas (2014 to present)

- Teach Undergraduate Cases in Business Communication

St. Edwards University, Austin, Texas (2009 to present)

Adjunct Professor, Organizational Communication

- Teach courses in Training & Development as well as Small Group Communication & Team Building.

Texas State University, San Marcos, Texas (2010 to present)

Adjunct Professor, McCoy School of Business Administration

- Instructor in Business Communication

Electronic Data Systems (EDS), Plano, Texas (2007-2008)

Senior Management of Change Consultant

- Collaborated with external organizations anticipating or experiencing significant organizational change including new procedures, processes or policies, downsizing, mergers and layoffs.
- Coached leaders and managers regarding learning, growth and change.
- Facilitated team and client decision-making and strategy sessions.

University of Texas at Dallas, Richardson, Texas (2006-2007)

Senior Lecturer, Professional Communication

- Instructor of undergraduate and graduate courses focusing on writing, public presentation, ethics and the dynamics of organizational life.
- Students were Information Technology (IT) and Electrical Engineering (EE) majors. The graduate classes were composed primarily of students representing diverse countries including India, China, Hong Kong, South Korea, Turkey, Iraq, Iran, Mexico and Uzbekistan.

Pryor Works, Dallas, Texas (1991-2006)

Private Consulting Practice

- Provided a variety services to organizations related to individual and organizational learning, growth and change.

- Delivered presentations and workshops on career development, learning styles, value systems, giving and receiving effective feedback, values change (Spiral Dynamics), derailment and interpersonal skill development.
- Additional activities included individual assessment for development (360 feedbacks), group facilitation, program and training material design, career development consultation and personal coaching. Designed Prism, a 360 feedback process for clergy.
- Periodically served as an adjunct professor at Collin County Community College, Mountain View College in Dallas, the University of North Texas and Truett Seminary at Baylor University in Waco, Texas. Courses included basic communication, leadership, management, conflict management and the minister as manager.

Baylor University, Waco Texas (1988-1991)

Hankamer School of Business, Assistant Professor of Management

- Instructor, management and leadership courses.
- Supervised four faculty members in the design and delivery of a required junior level innovative course blending leadership, ethics and “savvy.”

Center for Creative Leadership (CCL), Greensboro, North Carolina (1985-1988)

Manager of New Technologies and Senior Lead Faculty member

- Trained, facilitated and marketed the leadership development simulation, Looking Glass, Inc.™ (LGI). Facilitated over 100 LGI sessions and trained almost 50 facilitators.
- Participated in the rollout of Benchmarks™, the 360-degree feedback instrument—including marketing, one-on-one feedback interpretation, certification of trainers and co-authoring the original development guide.
- Upon leaving CCL, continued as a senior adjunct consultant for over a decade.

Atlantic Richfield Company, Dallas and Houston, Texas (1980-1985)

Management Training Specialist & Human Resource Planning Consultant

- Designed and instructed training programs in communication, assertiveness, conflict, supervisory skills, personal values and motivation—and middle-management training programs.
- Consulted with internal clients on a variety of issues including developmental planning, conflict resolution, employee complaints, curriculum design, team building and organizational development.
- Provided problem-solving support and coaching to functional groups throughout the organization.

Sample Accomplishments

- **ORGANIZATIONAL DEVELOPMENT:** Over a period of a year, worked cooperatively with highly experienced internal consultants at a large faith-based organization, helping it move from an “expert model” of consulting to a “facilitative approach” to consulting. The new, facilitative approach was based on client needs, not consultant expertise.
- **DESIGN:** Facilitated the redesign of a required “diversity training experience” for a multi-national corporation. Created by a UK corporate staff, the workshop was not culturally in-tune with the cultural needs and perspectives of the North American workforce. Working with internal organizational consultants, the design met the work realities of North Americans while meeting the integrity and control needs of the UK staff. The training was presented successfully at company sites in the United States, Canada and Australia.
- **SALES and MARKETING:** As Manager of New Technologies at the Center for Creative Leadership in Greensboro, NC increased sales of the behavioral simulation, Looking Glass. In less than three years sales increased from \$500,000 a year to nearly two million dollars a year.
- **COMMUNICATOR:** Write and published the newsletter *Speedbumps*—a collection of notions on leadership, change, learning, creativity, vocation, spirit, organizational life and humor. Authored approximately 15 articles on learning & development, servant leadership, change, vocational calling and changing values systems as they relate to learning styles. Received the University of North Texas Communication and Public Address Alumni Award. A regular columnist for the National Attention Deficient Association e-newsletter (ADD.org)
- **COOPERATIVE:** Working with a superior, two colleagues and the divisional executive leadership team of a Fortune 500 company created and implemented a Performance Management System. This project included the design of a Job Clarity and Performance Appraisal process and the writing

of all support materials. Virtually 100% of the division's executive leadership, managers, individual contributors and support staff participated in the newly created process—a 70% increase in utilization.

Education

Doctor of Education (College Teaching/Interpersonal and Public Communication)
University of North Texas, Denton, Texas (1982).

Masters of Science (Interpersonal and Public Communication/Education)
University of North Texas, Denton, Texas (1976).

Bachelor of Science (Secondary Education/Speech Communication)
University of North Texas, Denton, Texas (1973).