

Michael Dimeo, Ph.D.

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SUMMARY OF QUALIFICATIONS

Thirty-five years experience in Human Resources and Operations with emphasis in leadership development and performance consulting. Designed, developed, and conducted a variety of learning programs ranging from leadership skills to business writing to operating a drill press. In addition, I'm currently on the faculty of University of Washington, and I consult with a variety of clients in the private and public sectors.

ACADEMIC TEACHING

YEARS	CLASS	SCHOOL
1992 - 1994	Negotiations	Edmonds Community College
1996 - 1999	Training and Development Selection and Assessment	Seattle University (MBA)
2005 – Present	Managing Employees Leadership and Decision Making Managing Teams Introduction to Organizational Behavior Negotiations and Conflict Resolution	University of Washington Bothell Undergraduate School of Business
2007- Present	Team Building Special Topics: The Arts of Collaboration Team Leadership	University of Washington Bothell Interdisciplinary Arts and Science
2007- Present	Business Communications	University of Washington Foster School of Business
Summer, 2013 Spring, 2014	Negotiations	University of Washington Bothell (MBA)
2013-Present	Management of Organizations	University of Washington Bothell Undergraduate School of Business
2015-Present	Communication in Professional Accounting I Communications in Professional Accounting II	University of Washington Foster School of Business (MPAcc: Masters of Professional Accounting)

COMPETENCIES

LEADERSHIP AND ORGANIZATION

Managed a variety of operations, human resource, and training organizations: Led the redesign of a nine-week manufacturing engineering class; managed a group of management and organization development consultants and trainers; helped build a leadership curriculum for first-line and senior managers at Boeing; led the design of a performance management process for Boeing's commercial division; led a team of five supervisors and over a hundred employees in support of management development and engineering training; designed and led the recruiting process for Boeing's Wichita division. In addition, I managed an operations group responsible for FAA Certifications.

TRAINING DESIGN AND DELIVERY

Designed and delivered a two-week, residential learning program for senior managers entitled Strategic Leadership Seminar; designed and conducted a multitude of one-week residential workshops for executive assistants; conduct First Line Leadership, a one-week development program for new managers. In addition, I provide customized design and delivery of workshops to improve leadership competencies.

CONSULTING

Consult with a variety of senior leaders and executives to improve their work performance and that of their groups. Help leaders build measurable accountability standards for managing the performance of their teams; consult with leaders to help assess performance gaps; help senior leaders craft strategies for their organizations; build selection processes for leaders to help them hire the right employees; designed and developed an instructor assessment process to help instructors improve their teaching techniques.

PROJECT MANAGEMENT

I've managed a variety of projects with budgets ranging from nothing to several million dollars. These projects include the building of training programs, the writing and production of films, the staffing and relocation of organizations, and contingency planning for the potential of a strike.

RESEARCH INTEREST

I'm currently working with a colleague to investigate decision-making biases. Other research interests include the behavioral aspects of influencing and how new managers build and sustain high-performing teams.

WORK HISTORY

- 1978 - 85 THE BOEING COMPANY, WICHITA, KS
Held a variety of positions including off-hour training manager, engineering personnel manger, recruiting manager, and education coordinator; facilitated a variety of management development workshops. I also have managed a variety of projects at Boeing.
- 1985 - 88 ST. FRANCIS REGIONAL MEDICAL CENTER, WICHITA, KS
Education Manger: Responsible for in-service education programs for nurses and physicians
- 1988 - 2012 THE BOEING COMPANY, SEATTLE WASHINGTON
Last position: Organization Development Director for Material Management in Commercial Aviation Services. I've also held the following positions: Engineering project manager; Recruiting manager; Engineering personnel manager; Management and organization development consultant and trainer; Management development manager; Technical training manager, Operations manager, and Senior human resource manager. In addition, I facilitate leadership development programs at Boeing's Leadership Center in St. Louis.
- 2005 – Present UNIVERSITY OF WASHINGTON BOTHELL, BOTHELL, WASHINGTON
Lecturer: School of Business--Undergraduate organizational behavior classes
School of business--MBA Negotiations and Conflict Management
- 2007 – Present UNIVERSITY OF WASHINGTON, SEATTLE WASHINGTON
Lecturer: Foster School of Business--Undergraduate: Business Communications
Foster School of Business--Graduate Accounting Program: Business Communications

AWARDS

- 2013, 2014 UNIVERSITY OF WASHINGTON, BOTHELL, WASHINGTON
Excellent in Teaching Award
- 2014 UNIVERSITY OF WASHINGTON, FOSTER SCHOOL OF BUSINESS
Nominated for Distinguished Teaching Award

EDUCATION

- 1995 Ph. D. Adult Educational Psychology, Kansas State University (Magna Cum Laude), Manhattan, Kansas
- 1982 MA Educational Administration , Wichita State University
- 1972 BA English, Wichita State University

OTHER TRAINING AND CERTIFICATIONS

*Zenger-Miller/Achieve
Global, Inc.*
Leadership 2000 and
Front Line Leadership
Blessing White
Managing Personal
Growth and Helping
Others Succeed

Harvard University
Negotiations in the
Corporation

Power & Systems, Inc
The Organization Workshop

Birkman, International
Advanced Cert.: The Birkman
Method

Center for Psychological Type
Myers Briggs Type Indicator