



**Robert Smither, Ph.D.**  
Hogan Coaching Network

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- Leadership Development**
  - Coaching**
  - Organization Development**
  - Selection**
  - Career Assessment**
  - Teambuilding**

**Background**

For more than 25 years, Bob has helped organizations identify, hire, and develop the most talented employees. At Rollins College, he served as Dean of Arts & Sciences, Dean of the Hamilton Holt School (evening studies program), and Member, Rollins Consulting Group. Bob currently teaches in the Master of Human Resources program.

Bob is the author or co-author of twelve books on organizational psychology, personality, and finance. Some of his titles include *The Psychology of Work and Human Performance* and *Organization Development: Strategies for Changing Environments*, which was released by Routledge in June, 2016. Bob is also co-author with Robert Hogan of *Personality: Theories and Applications*.

**Professional Experience**

- President, Athanor Consulting*
- Dean of Arts & Sciences and Dean of Evening Studies, Rollins College*
- Principal, Florida Institute of Professional Studies*
- Member, Rollins Consulting Group*
- Program Analyst, Cuban-Haitian Task Force, U.S. Department of State*
- Job Developer, Indochinese Training Project, San Francisco Community College*

**Education**

- Ph.D., Personality Psychology, Johns Hopkins University
- M.A., Educational Psychology, San Francisco State University
- B.A., Political Science and East Asian Languages and Literatures, Indiana University

**Client Experience**

- AT&T, Darden Restaurants, Hilton Hotels & Resorts, Hydro Aluminum, Greater Orlando Aviation Authority, The Orlando Sentinel, Orange County Government, Sawtek, Sheraton's Starwood Resorts, SunTrust Bank, Tupperware, Universal Studios, Walt Disney World, Waterloo Industries