

Robert Smither

Coaching Profile



Robert Smither, Ph.D.
Hogan Coaching Network

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 and Certifications

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.

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