

## Robert Smither

### Coaching Profile



**Robert Smither, PhD**  
Hogan Coaching Network

**Executive Coaching**

**Leadership Development**

**Individual Assessment**

**360 Surveys and Feedback**

**Organization Development**

**Organizational Effectiveness**

#### Background

For more than 30 years, Robert Smither has helped organizations identify, hire, and develop the most talented employees. At Rollins College, Bob served as dean of arts and sciences, dean of the Hamilton Holt School (an evening studies program), and member of the Rollins Consulting Group. He also helped establish Rollins College's master of human resources program.

Bob is the author or co-author of 12 books on organizational psychology, personality, and finance, including *The Psychology of Work and Human Performance and Organization Development: Strategies for Changing Environments*. Bob is also co-author with Robert Hogan of *Personality: Theories and Applications*; he worked with Dr. Hogan on the first version of the Hogan Personality Inventory (HPI).

#### 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

PhD, Personality Psychology, Johns Hopkins University

MA, Educational Psychology, San Francisco State University

BA, Political Science and East Asian Languages and Literatures, Indiana University

#### Client experience

AT&T, Cleveland Clinic, Coca-Cola, Darden Restaurants, Fannie Mae, Fidelity Investments, Hilton Hotels & Resorts, John Deere, Petco, Raytheon, UnitedHealth, Universal Studios, US Army, US Navy, Walt Disney World