



Coaching Profile

Robert Smither

▶ **Area of Expertise**

Executive Coaching
Leadership Development
Individual Assessment
360 Surveys and Feedback
Organization Development
Organizational Effectiveness

▶ **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

▶ **Background**

Robert Smither has spent his career helping organizations identify, hire, and develop the most talented employees. In addition to his consulting practice, Bob served as dean of arts and sciences at Rollins College, helped create the college's Master of Human Resources program, and served as a member of the Rollins Consulting Group.

Bob worked with Robert Hogan on the first version of the Hogan Personality Inventory (HPI) and is co-author with Dr. Hogan of Personality: Theories and Applications. Bob is also the author of The Psychology of Work and Human Performance and co-author of Organization Development: Strategies for Changing Environments.

▶ **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**

PhD, Personality Psychology, Johns Hopkins University
MA, Educational Psychology, San Francisco State University
BA, Political Science and East Asian Languages and Literatures, Indiana University