



## Pfeiffer Partner Program

### Partner Bio

#### **Charles B. Daniels**

Mr. Daniels has over 30 years of experience in organizational management and leadership, communications systems, information systems, management consulting, change management, employee and leadership development and quality improvement in both government and commercial enterprises. He has over 25 years of experience in program management for large-scale, mission-critical systems system development lifecycle analysis; planning and implementation; systems engineering; line management and engineering; culture change and management consulting.

He served for five years as a member of the Board of Senior Examiners for the Malcolm Baldrige National Quality Award of the National Institute of Standards and Technology. He has been a lecturer on technical management and leadership development in the George Washington University Engineering Management and Systems Engineering Graduate Program. He currently serves as an adjunct professor in the Old Dominion University and the Florida Institute of Technology Graduate Engineering Management programs focusing on leadership development in complex engineering environments.

Mr. Daniels is the author and co-author of several peer-reviewed papers focusing on current topics in leadership development, including recently published papers on *Complexity as a Cause of Failure in Information Technology Project Management*, for the IEEE and *Improving Leadership in a Technical Environment* for the American Society of Engineering Management.

#### **Professional Expertise/Services**

Mr. Daniels is founder and president of Leadership Dynamics, Inc (LDI) and co-founder and chief operating officer of Learning Curve Coalition, Inc. (LCCI). These organizations provide leadership education, development and coaching services to government agencies, private industry and non-profit organizations. LCCI is currently providing graduate level engineering leadership education, in partnership with the Florida Institute of Technology (FIT), to the Northrop Grumman Shipbuilding Company. LDI conducts leadership education and development for non-profit organizations such as the Delmarva Foundation and the Project Management Institute, private entities such as the Northrop Grumman Shipbuilding Company, the Raytheon Company and Reed Integration as well as academic institutions including Old Dominion University and the University of California at Irvine.

Mr. Daniels has over 25 years of experience in assisting organizations in developing and implementing plans to achieve business excellence and culture change through improved leadership. In addition to being a certified Leadership Coach, Mr. Daniels is a certified facilitator for Emotional Intelligence, the Myers-Briggs Type Indicator (MBTI®), the California Personality Inventory (CPI) 260™ instrument and the Fundamental Interpersonal Relationship Orientation – Behavior (FIRO-B®) instrument.

#### **Recent Assignments:**

- Capture Manager for a large defense and aerospace company for a large, long-term, information technology contract.
- Executive responsible for the NASA services business for a large aerospace and defense firm (500 technical professionals and \$110 million in annual revenue).
- Leadership Development engagements for the Northrop Grumman Shipbuilding (NGSB) organization.
- Leadership Development engagements for the Raytheon Company.
- Emotional Intelligence (EQ) engagement for the Delmarva Foundation.
- Leadership Development engagements for the Naval Surface Warfare Center in Dahlgren, Virginia.



## Pfeiffer Partner Program

### **Education and Professional Affiliations**

- PhD in Engineering Management, Old Dominion University (In Progress).
- Master of Engineering Management, George Washington University.
- Bachelor of Science, State University of New York.
- Certified to administer the Myers-Briggs Type Indicator (MBTI).
- Certified to administer the FIRO-B assessment.
- Certified to administer the BarOn EQ-i® and EQ-360 assessments.
- Certified to administer the Talent Smart EQ assessments.
- Certified Project Management Professional.
- Member of the Project Management Institute.
- Member of the Association for Psychological Type.

### **Contact Information**

Leadership Dynamics, Incorporated  
Charles B. Daniels  
200 Barrington Lane  
Yorktown, Virginia 23693-5622  
daniels121@cox.net  
<http://www.dynamicsofleadership.com>