



Ed Loucks, PhD

Over thirty years of experience as a management consultant, university professor and corporate executive in organization development, leadership training, executive coaching and human resources data analysis.

Professional Expertise/Services: executive coaching and career counseling, outplacement, team building, succession planning, turnover attenuation, employee satisfaction surveys, development of corporate training functions, course design and delivery, and 360-degree analysis.

Recent Assignments:

- TMI Executive Resources – career counseling for senior executives in transition, outplacement
- Sunburst Hospitality – started training department, conducted employee satisfaction surveys, ran first succession plan, wrote and delivered management to leadership training course
- Computer Sciences Corporation – turnover analysis and attenuation plan
- Philadelphia Gas Works – succession plan, process improvement training
- American Century Investors – started training department, trained all the trainers (30), multiple employee satisfaction surveys, introduced TQM and trained all the manager/facilitators, career counseling, team building, conflict management, executive coaching, leadership development.
- Western Auto – started the training department, trained the trainers, did a succession planning process and an employee satisfaction survey nationwide (over 200 stores).
- Texas Instruments – member of a 5-person training design team that produced a TQM-type training program, resulting in winning the Baldrige award for that year.

Education and Professional Affiliations:

- MA and PhD, Claremont Graduate University, Claremont, CA – American politics and International Relations
- BA, history, Westmont College, Santa Barbara, CA – served on Westmont faculty 1969-72. Started the college's political science department
- Texas Christian University, Ft. Worth, TX -- 1975-1979. Chaired the Graduate Program in Public Administration
- Leader trained and licensed in multiple adult training tools, including the Myers-Briggs Type Indicator, Insight inventory, Keirseley Temperament Sorter, Leadership Practices Inventory and the Campbell Skills and Interest Inventory.

Contact Information

Ed Loucks, PhD
Arrowhead HRD Associates, Ltd (owner and co-founder, est. 2000)
1110 Mondrian Terrace
Silver Spring, MD 20904
301/633-5937
edloucks@comcast.net