

Leadership: Enhancing the Lessons of Experience

By Hughes

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Editorial Review

About the Author
Partner with Impact, a leadership consulting organization. He also worked for many years at the Center for Creative Leadership, where he conducted research on high-performance teams and organizations and also taught in the Leadership at the Peak course. He has worked with hundreds of organizations including General Motors, Novartis, FMC, Prudential, Masterfoods, GlaxoSmithKlein, Daimler Benz, NASA, the Central Intelligence Agency, United Airlines, and Delta Airlines. He also served earlier in his career as a tenured professor at the U.S. Air Force Academy and as its director of leadership and counseling. He also served in numerous line and staff positions in the Air Force, including leadership of an 875-man combat force during the Vietnam War. Robert is an organizational psychologist whose education includes master of business administration, Master of Arts, and master of philosophy degrees, and a PhD from Yale University.

Senior Enterprise Associate at the Center for Creative Leadership, an international organization devoted to behavioral science research and leadership education. He works primarily with senior executives in the areas of strategic leadership and organizational culture change. He joined the Center in 1995 after having served for the previous decade as Head of the Department of Behavioral Sciences and Leadership at the U.S. Air Force Academy. He is a clinical psychologist, and a graduate of the U.S. Air Force Academy. He has an M.A. from the University of Texas and a Ph.D. from the University of Wyoming.

President of C3, a human resource consulting firm that helps public and private sector clients achieve better results through people. Gordy has over 25 years of leadership and technical expertise in job analysis and competency modeling; hourly staffing systems; multirater feedback systems; performance management design and implementation; leadership development design, delivery, and evaluation; survey construction, administration, and analysis; assessment center methodology; executive coaching, training, and team building; succession planning; team and organizational effectiveness; and strategic and business planning. Prior to forming his own consulting firm, Gordy spent 10 years as a Vice President of Institutional Leadership at The Blandin Foundation and as a VicePresident and General Manager at Personnel Decisions International. He is an industrial/organizational psychologist and a graduate of the U.S. Air Force Academy. He has an MA from the University of St. Mary’s and a PhD in industrial/organizational psychology from the University of Minnesota.

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