

Application for City of Riviera Beach Charter Review Advisory Board

Please Note: Pursuant to 119.07 F.S. the information provided in this application is considered to be public record, except as provided by law

Name: Guy J. Di Spigno Home Address: 4600 N. Ocean Drive Apt 403
City: Riviera Beach State: Fl Zip Code: 33404 Home Phone No.: 561-530-7037
Work Phone No.: 847-922-5555 Email Address: drguy@alum.northwestern.edu

Are you currently serving on a Board or Committee? (Yes) (No)

If so please indicate name: _____ Date of service(s) _____

Are you available for day time meetings or evening meetings

What would you hope to accomplish by participating if you are appointed?
Building Consensus whenever possible and understanding with mutual respect if consensus cannot be attained. Contributing a career in organizational effectiveness, conflict resolution and strategic planning in to serve the community of Riviera Beach.. Specifically, regarding improved unity between all segments of Riviera Beach.

Present Employer: Executive Synergies, Inc Position: Retired Co-Founder & President

Address: 5 Revere Drive City Northbrook State: Illinois Zip Code: 60062

Profession: Management Consultant Length: 26 years
Organizational Psychologist

How long have you practiced the above profession? 40 years

Preferred mailing address: 4600 N. Ocean Drive, Apt. 403, Riviera Beach, FL 33404

Could your occupation present a conflict of interest on any subject matter discussed or decided upon by the Advisory Board? Yes () No

Please explain: _____

Please explain your knowledge, experience, and interest in municipal functions, municipal charter, financing, Florida Constitution, and Florida Statutes pertaining to municipal law ;if none provide your experiences or skills in dealing with business or communication:
see attached resume encompassing over 4 decades of experience and service on civic committees, Clinical Professor of Organizational Psychology and boards as diverse as the Human Relations Board of Highland Park Illinois, in the 70s to University Boards of Regents and Trustees currently.

During the last month have completed Florida Community Association
Manger program. Regarding financing, experience includes
responsibility for developing and managing operating budgets for four
decades.

Educational Background:

<i>Degree or Certificate</i>	<i>Institution</i>	<i>Course of Study</i>
Ph.D.	Northwestern University	Psychology
MRE	Loyola University Chicago	Religious Ed/Pastoral Counseling
MA	Northern Illinois University	History

BS Carroll University History & Religious Studies
Are you registered and actively Vote in Palm Beach County? Yes No ()

Are you currently participating in civic or community activities? Yes () No

If yes, please explain _____

I understand the duties, rules and time commitment to the Advisory Board to which I have applied: *Luz J. DiSpirito* 04/17/2017
Signature date

How did you learn about the Charter Review Advisory Board?

City's website () Community Group () Newspaper () Other specify (x)
From my wife Gisela who heard about the opening at a COASI meeting

Please return application and resume to:

City Clerk
600 West Blue Heron Boulevard
Riviera Beach, FL 33404

For use by the City of Riviera Beach

Appointment by: _____ Date: _____ Expiration Date: _____

Orientation Date: _____

Notified by City Staff _____

Application for City of Riviera Beach, Charter Review Advisory Board Appointment

GUY J. Di SPIGNO, Ph.D.

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Riviera Beach Fl 44403
drguy@alum.northwestern.edu
guyd@executivesynergies.com

Home: (561) 530-7037
Cell: (847) 922-5555

ESI: (847) -272-3420

EDUCATION & PROFESSIONAL CREDENTIALS

Ph.D.	Northwestern University	1977
M.R.E.	Loyola University Chicago, Institute of Pastoral Studies	1974
M.A.	Northern Illinois University	1972
B.S.	Carroll University	1969

Licensed Clinical Psychologist, Illinois # 071.002675
National Register of Health Service Providers in Psychology # 30042

PROFESSIONAL WORK HISTORY

ROOSEVELT UNIVERSITY Chicago, Illinois	8/2008 to 12/2016 Director, I/O Psychology Consulting Center Clinical Asst. Prof. 8/11-12//16 Adjunct Faculty 8/09 – 7/11
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EXECUTIVE SYNERGIES, INC. Northbrook, Illinois	9/91 to 12/2017 President and Co-founder
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A consulting firm of specialists in organizational effectiveness, corporate culture, managing change, and executive development.

Responsible for the selection and supervision of professional staff, business development, and client management. Representative accounts include Barnes & Noble, Macy's, Novartis, Mutual of New York/ The MONY Group, Ontario Teachers' Pension Plan Board, Fansteel, Ameritech, AT&T, Linens 'n Things, Revco, Waste Management, USG, Quaker/Tropicana/Gatorade, ConAgra, and MetLife.

Representative Engagements:

- Developed and implemented with President and Chief Operating Officer plans and executive education to bring about cultural change necessitated by the demutualization of Mutual of New York as it transformed into a diversified profit-oriented financial services company emerging as The MONY Group.
 - Developed and monitored implementation of reorganized field distribution system.
 - Participated in quarterly executive management team operations reviews.
 - Conducted individual executive development assessments and drafted development plans for officers responsible for implementing plans for demutualization.
 - Developed and facilitated organizational and change management effectiveness workshops to integrate organizational pyramids into cross functional teams reporting to field officers.
 - Conducted development assessments of officers of newly acquired companies.
 - Developed and implemented assessment center to train and develop effective agency vice presidents and managing directors.

- Responsible for coordinating executive development assessments to benchmark top 100 department store executives to facilitate integration of Federated Department Stores and Macy's.
 - Reviewed benchmarking data with CEO of Federated Department Stores and Board of Directors during a series of succession planning meetings.
- Developed and coordinated curriculum for executive development and leadership training for Revco.
- Developed action plan and provided counsel to aid division CEO of a major Novartis (Sandoz) agri-business to integrate two existing business units with a newly acquired company.
 - Established development plan for each member of newly formed executive committee.
 - Facilitated initial executive committee post-merger integration meetings.
 - Developed and implemented training of new performance effectiveness and appraisal system, including the development of training manuals to be utilized by human resources professionals to train managers and supervisors below the officer and director level.

MEDINA & THOMPSON
Chicago, Illinois

9/84 to 9/91
Senior Associate
Partner

Firm of industrial psychologists focused on pre-employment and development assessments. Responsible for client management and expanding services to include broader application of organizational psychology to supplement core assessment business. Responsible for developing and implementing marketing strategy that diversified services to encompass integrated succession planning; performance appraisal system development and training; executive development curriculum analysis for corporate clients; and customized training programs focusing on leadership development, change management, recruiting and selecting qualified professionals to fit specific organizational culture criteria.

- Developed new marketing brochure to reflect expanded base of services with existing clients resulting in increased revenue with and penetration into new diverse market segments.
- Developed and supervised internal training program for new personnel to ensure consistency and form of professional services and reports. Managed and coordinated systems and software integration of professional and support staff.
- Served as project manager for numerous organizational, role clarification and cultural change studies for a number of corporations in the financial services, retail, and manufacturing industries.

BORG-WARNER CORPORATION
Chicago, Illinois

4/82 to 9/84
Director, Management Development & Personnel Services

This \$3.5 billion corporation is comprised of six business units: Transportation Equipment; Chemicals and Plastics; Air Conditioning; Energy Equipment; Financial Services; and Protective Services.

Responsible for 15 person staff providing corporate-wide organizational development succession planning, performance appraisal, education/training, EEO/AA and employment. Upon arriving, major challenge was to upgrade the human resources function's image. Personally directed headquarters personnel for six months, hired two key staff and reorganized the department. The process of integrating human resources with strategies and business plans was initiated.

Accomplishments include:

- Designing and implementing succession planning system linking business and human resources planning at the top two executive layers.
- Creating and implementing the first systematic process linking performance appraisal to development.
- Developing and instituting plant closing career counseling programs for approximately 1,200 individuals.
- Designing and implementing the first senior level management effectiveness workshop to enhance versatility of key executives.

EXECUTIVE ASSETS CORPORATION
Chicago, Illinois

9/80 to 4/82 Vice President
2/79 to 11/79 Senior Associate

As Vice President of this national outplacement firm, conducted counseling and psychological testing services for senior executives, directed staff of four professionals.

- Developed, instituted and validated unique assessment battery to target management style with organizational climate.
- Designed and implemented sales/marketing plan that generated record billings.

HAY ASSOCIATES
Chicago, Illinois

11/79 to 9/80
Consulting Psychologist

Consulting assignments included: job evaluation and analysis; organizational and succession planning; assessment centers; individual assessments; productivity; benefits; and employee relations. Primary responsibility for the following:

- Development and installation of performance appraisal systems for a utility and agricultural cooperative.
- Organizational and manpower planning for a major Midwestern city.
- Design of management performance assessment center activities for a large insurance company.

AMERICAN VALUATION CONSULTANTS
Des Plaines, Illinois

5/77 to 2/79
Director of Human Resources

Acquired in 1978 as a wholly-owned subsidiary of Valuation Research Corporation, the nation's second largest asset management and appraisal company. Reported to the CEO, accountable for developing a new human resources function. Responsibilities encompassed management and sales training; recruiting; employment; compensation; employee relations and benefits administration.

ARCHDIOCESE OF CHICAGO
Immaculate Conception Parish

6/71 to 5/77
Director of Education & Counseling

Directed eight professionals and over fifty volunteers. Responsible for the curriculum development and administration of all educational and family counseling programs.

CATHOLIC BOYS' HIGH SCHOOL
Quincy, Illinois

9/70 to 5/71
Department of Religion, Chair

NORTHERN ILLINOIS UNIVERSITY
DeKalb, Illinois

9/69 to 6/70
Teaching Assistant - History

Higher Educations Boards and Committees

Loyola University of Chicago	
Council of Regents	2003 - 2011
Representative to Student Affairs Committee BOT	2006 – 2011
Loyola University Museum of Art Opening task force	2006 - 2007
Advisory Board, Institute of Pastoral Studies	2005 - 2009
Northwestern University	
Advisory Committee, School of Continuing Studies	2004 - 2011
Carroll University	
Board of Trustees	2010 - Present
Standing Committee Assignments	2010 - Present
Academic	
Student Affairs	
Institutional Development	
Ad Hoc Committees	
Mission Statement Review	2011-2012
HLC review consultation	2012
Alumni Council	1991 - 1995

PUBLICATIONS

Managing the Termination Process, the Bradford Press, Chicago, Illinois, 1983.

An Application of Chris Argyris' Principles of Personality and Organization Theory in Role Clarification: A Study of the Role of Director of Religious Education Within the Parish Structure of the Roman Catholic Church (doctoral dissertation), University Microfilms International, Ann Arbor, Michigan, 1978.

“America’s Holy Wars,” Listening, Dubuque Iowa (spring/autumn 1972), pp. 162-168.

PROFESSIONAL ASSOCIATIONS

American Psychological Association (Life Member)
Illinois Psychological Association
Chicago Industrial Organizational Psychologists
Society of Industrial and Organizational Psychology
Society for Psychology of Religion and Spirituality

Recent University Academic Consulting and Teaching Experience

- “Coulter at Loyola University Chicago: Clash of Values & Learning Opportunities”. Report and Analysis prepared for the Vice President of Student Affairs, Loyola University Chicago, Chicago Illinois, Sept. 2006.
- 2007, Loyola University Chicago, drafted proposal for concentration in “Pastoral Leadership and Administration” for Master of Divinity and Master of Pastoral Studies requested by Pastoral Studies Board
- 2008 Fall Semester, Loyola University Chicago, (1hr) Freshman Seminar University 102 “Ignatian Leadership”
- 2008 Fall Semester, Loyola University Chicago, IPS 461, “Ministry Management: Integrating Marketing, Finance and Administration with Pastoral Ministries”
- 2008 Fall Semester, Loyola University Chicago, Supervise Field Integration Research Papers for two Pastoral Studies Masters candidates
- 2008 – Present, Roosevelt University, Director, Industrial & Organizational Psychology Consulting Center, (one day per week commitment to establish Consulting Center for graduate student applied project experiences and field research).
- 2009 Spring Semester, Roosevelt University, Psychology 663 (Topics), “Organizational Cultures, Personalities, & Strategies”
- 2009 Summer Session, Roosevelt University, Psychology 663 (Topics), “Innovation & Organization Synergy”
- 2009 Fall Semester, Roosevelt University, Psychology 662, “Organizational Behavior & Practice”. (Now, Conflict Resolution in Organizations)
- 2009 Fall Semester, Roosevelt University, Psychology 344, “Industrial & Organizational Psychology”
- 2010 Spring Semester, Roosevelt University, Psychology 663 (Topics), “Organizational Cultures, Personalities, & Strategies”
- 2010 Summer Session, Roosevelt University, Psychology 663 (Topics), “Consulting Skills Workshop”
- 2010 Fall Semester, Roosevelt University, Psychology 663 (Topics), “Organizational Cultures, Personalities, & Strategies”
- 2010 Fall Semester, Roosevelt University, Psychology 383/483, “Psychology & Spirituality”
- 2011 Spring Semester, Roosevelt University, Psychology 243, “Theories of Personality”
- 2011 Spring Semester, Roosevelt University, Psychology 343, “Motivation”
- 2011 Summer Session, Roosevelt University, Psychology 242 “Theories of Personality”

- 2012 Fall Semester, Roosevelt University, Psychology 663 (Topics), “Consulting Skills”
- 2012 Fall Semester, Roosevelt University, Psychology 343, “Motivation”
- 2013 Spring Semester, Roosevelt University, Psychology 673, “Conflict Resolution in Organizations”
- 2013 Summer Session, Roosevelt University, Psychology 787, “Ethical Issues”
- 2013 Fall Semester, Roosevelt University, Psychology 672, “Consulting Skills”
- 2013 Fall Semester, Roosevelt University, Psychology 383/483, “Psychology & Spirituality”
- 2014 Spring Semester, Roosevelt University, Psychology 343, “Motivation”
- 2014 Spring Semester, Roosevelt University, Psychology 662, “Conflict Resolution in Organizations”
- 2014 Summer Session, Roosevelt University, Psychology 663, “Innovation”
- 2014 Summer Session, Roosevelt University, Psychology 673. “Ethical Issues”
- 2015 Fall Semester, Roosevelt University, Psychology 672, “Consulting Skills”
- 2015 Fall Semester, Roosevelt University, Psychology 623, “Theories of Counseling & Psychotherapy”

Curriculum Development & Delivery of Client Executive Education

- 2005 developed and implemented bilingual “Management Team Effectiveness Workshop” for INTERCAST division of Fansteel in Reynosa, Mexico.
- 2002 developed core curriculum and train the trainer modules and supervised presenters and facilitators for five day “New Managing Director Career Development Center” for the MONY Group.
- 1995 developed two day Executive Synergies core training program targeted for hiring managers and human resources professionals, “Aligning Strategic Planning with Hiring and Promotion Practices”.
 - Program core revised and customized to serve unique needs of diverse business client companies ’95 - present
- 1993 developed internal officer and management program “Ethical Citizenship and Environmental Company Management Practices” for Groundwater Technologies, Inc.
- 1992 developed two day executive training program for Executive Synergies, Inc. “Introduction to Profiling Personalities for Selection and Placement”.
 - Program core revised and customized to serve unique needs of diverse business client companies ’92- present.

Partial Summary of Professional, Client Lectures, Workshops, and Field Research Presentations

- “Conflict Resolution in Organizations: Industrial Organizational & Clinical Skills Integration” presented to Illinois Psychological Association, November 2, 2013.
- “Maximizing Human Capital: Hiring Right is Only the Beginning” presented to Commercial Finance Association Entrepreneurial Finance & Factoring Conference, Chicago, Illinois, July 2013.
- “Ignatian Leadership & Transformational Education”, Keynote Speaker, Alpha Sigma Nu (Honor Society for Jesuit Colleges and Universities) Annual Meeting, Loyola University Chicago, September 27, 2009
- “Performance Management through Diverse Business Cycles” presented to Corporate and Division Officers of Fansteel at Annual Meeting, Deerfield, Illinois, February 2008.
- “Team Effectiveness and Communications for Leaders” workshop for Executive and Operations Committees of Wellman Dynamics, Creston, Iowa, June 2007.
- “Establishing Values, Ethics and Teamwork” for Private Equity Investment Group, Ontario Teachers’ Pension Board, Toronto, Ontario, Canada, April 2007.
- Presented and facilitated analysis of Harvard Business Case “The Micro-Electronic Products Division of SMA”, for Corporate and Subsidiary Officers of Sherritt International, Toronto, Ontario, September 7, 2006.
- “Executive Profile Trend Analysis and Implications for Succession” presented to Navistar Board of Directors, Chicago, Illinois 2002.
- “Financial Services Ethics and Accountability in Product Development” presented at MONY Group Executive Team Meeting, Phoenix, Arizona, March 2002.
- “Ethical Leadership Challenges with Multi National Responsibility” presented to MONY Consultoria, São Paulo, Brazil, June 2000 and MONY Sur America, San Juan, Puerto Rico, July 2000.
- “Integrating Post Merger Cultures and Executive Teams” presented to Federated Department Stores, Board of Directors, and New York, New York, April 1998.
- “Change Management and Cultural Change through Demutualization” presented at Mutual of New York Life Insurance Company, Management Conference, New York, New York, and March 1997.
- “Analysis of Organization Climate Analysis”, presented to Executive Committee, Zoecon Division of Sandoz, North America, Dallas, Texas, August 1991.
- “Integrating Multi-National Teams: Performance and Ethics Issues”, Sandoz, North American Agro Division, Nassau Bahamas, March 1988.