

Lewis M. Rambo

Lexington, United States

www.zapoint.com/zap/lexlook

Personal Summary

Top 10 Skills

human resources, Member Board of Directors, Kellee Communications Group, organizational development, strategic, consulting, Arthur D. Little Inc., Senior Vice President and HR Director, customer relations, government

Experience

Working	42 years, 9 months
Education	8 years, 1 month

Professional

Member Board of Directors

Zapoint Inc, (Lexington, Massachusetts, United States)
January 2007 - Now (Full time)

Professor of Human Resources and Organization Behavior

Hult International Business School, Management (Cambridge, Massachusetts, United States)
October 2001 - Now (Full time)

Teaches classes in HR and Corporate Social Responsibility
Provides counsel and guidance to MBA students and graduates

Executive Coach and Consultant

Lewis M Rambo PhD and Associates, (Lexington, Massachusetts, United States)
August 2001 - Now (Full time)

Executive Coach and consultant in Organization Development, Human Resource Management, the Management of Diversity, and the Development of Strategic Focus and Organizational Alignment for clients in business, government and education. Also, actively involved in undergraduate and graduate education as a Professor, Adjunct and/or Visiting Professor at a number of Graduate Business Schools in the US and abroad.

Decano and Professor of HR and Organization Behavior

INCAE Central American Business School, Office of the Rector (Alajuela, Costa Rica)
August 1994 - October 2000 (Full time)

Administrative Dean for 43 faculty and manager of Executive Education Programs offered to potential clients in eleven countries in South and Central America

Board Member

Shared Technologies, (Wethersfield, Connecticut, United States)
January 1993 - January 1995 (Project)

Board Member

Board of Overseers

DeCordova Museum, (Lincoln, Massachusetts, United States)
January 1990 - January 1994 (Project)

Board member

Member Board of Directors

Kellee Communications Group, (Miami, Florida, United States)
January 1988 - Now (Project)

Member Board of Directors

INROADS of Eastern, (Cambridge, Massachusetts, United States)
January 1986 - January 1997 (Full time)

Member, Board of Directors

Senior Vice President & Member

Arthur D Little Inc, Corporate Management Group (Cambridge, Massachusetts, United States)
November 1985 - August 1993 (Full time)

Intimately involved in the strategic management of the firm, plus continued responsibilities as detailed below. During most of my career at ADL, also actively engaged as a Senior Management, Organization and Human Resources Consultant for major business, non-profit and government clients.

Member Board of Directors

Massachusetts Mental Health Association, (Cambridge, Massachusetts, United States)
January 1982 - January 1986 (Project)

Member Board of Directors

United Way of Massachusetts Bay, (Boston, Massachusetts, United States)
January 1981 - January 1986 (Project)

Member, Board of Directors

Family Counseling and Guidance Centers, (Lexington, Massachusetts, United States)
January 1979 - January 1981 (Full time)

Manager Professional Personnel Relations

General Electric Company Aircraft Engine Group, (Cincinnati, Ohio, United States)
August 1974 - November 1985 (Full time)

Responsible for broad range of Strategic Human Resources activities, both domestic and international, the world's oldest management, research and technical consulting firms. Responsibilities included personnel policy formulation, staff recruiting, development and training, salary administration, compensation planning, organization development, personnel planning, benefit administration, personnel relations, staff communications, Affirmative Action, and personnel research. Developed a nationally recognized department with a staff of 26 and a 2.5 million dollar budget. Introduced innovative human resources systems for a full-service consulting organization.

Senior Vice President and HR Director

Arthur D. Little Inc., HR Department and Management Group (Cambridge, Massachusetts, United States)
August 1974 - September 1993 (Full time)

Responsible for the full range of Human Resources activities for more than 3500 consultant and support staff. Provided guidance and counsel to senior management while leading a successful International Human Resources Consulting practice.

Manager Organization and Manpower

General Electric - Aircraft Engine Division, (Cincinnati, Ohio, United States)
January 1974 - August 1974 (Full time)

Responsible for organization planning, recruitment, selection and staffing, as well as all compensation, salary and related personnel activities for a division of \$650 million in sales and 1800 employees headquartered

Manager Professional Personnel Relations

General Electric - Aircraft Engine Division, (Cincinnati, Ohio, United States)
December 1971 - December 1973 (Full time)

Managed five major areas: Professional Recruiting, and Placement, Professional Management Development and Selection, Overall Human Resource Utilization, Organization Development, and Work

Group Effectiveness. Managed a staff of 24. Completed Projects: Development of biographical selection prediction instruments; assessment centers; managerial training programs; automated personnel records systems; Diversity Awareness Seminars; and Organization Development interventions.

Chief Personnel Psychologist and Unit Commander

Captain - Adjutant General Corps, (Fort McArthur, California, United States)
March 1966 - June 1968 (Full time)

Advisor to the President

WGBH Educational Television Executive Task Force, (Boston, Massachusetts, United States)
July 1963 - August 1963 (Full time)

Educational

Adjunct Faculty

Bentley Graduate School of Business University of Chicago Graduate School of Business, (Waltham and Chicago, Illinois, United States)
August 2009 - Now
and Singapore

Have taught or am presently teaching: Global Citizenship and Corporate Social Responsibility, Leadership, Organization Behavior, Customer Relations Management and Human Resources Management

Faculty member

Brandeis University Heller School of Social Services, (Waltham, Massachusetts, United States)
February 2009 - March 2009

Taught: Human Resources Management for Social Services Agencies and NGOs

Pepperdine College Department of Continuing Education, (Los Angeles, California, United States)
December 2008 - January 2009

Instructor. Taught: Group Dynamics and Abnormal Psychology.

Department

University of Detroit, (Lexington, Massachusetts, United States)
October 2008 - November 2008

Livernois Campus, (Detroit, Michigan, United States)
August 2008 - September 2008

Adjunct Professor.

Taught: Attitudes and Morale, Industrial Psychology and Intercultural Parallels Among Minority Groups.

Wayne State University The Graduate School of Business and the Department of Psychology, (Detroit, Michigan, United States)
June 2008 - July 2008

University of Cincinnati College of Engineering and Evening College, (Cincinnati, Ohio, United States)
April 2008 - May 2008

Adjunct Lecturer. Taught: Organization Behavior, Theories of Organizational Development. Assistant to the Dean for Counseling

Guest Lecturer: Asian Development Bank

BACKGROUND

1961 Bachelor of Arts

Southern University, (Baton Rouge, Louisiana, United States)

February 2008 - March 2008

with High Honors and

Distinction

Graduate School of Education, (Cambridge, Massachusetts, United States)

February 2007 - March 2007

HONORS

Woodrow Wilson National Fellow

Southern University Faculty - Scholarship Award;

John Hay Whitney Fellowship Nominee

Danford Fellowship Nominee

President's Award for Outstanding Scholarship

Who's Who in American Colleges and Universities

Outstanding Contribution 1994 Human Resources "Star" Award, Northeast Human Resources Association

Faculty Member

MIT Sloan School of Management, (Cambridge, Massachusetts, United States)

January 2001 - June 2001

Post doctoral Studies

Harvard Graduate School of Education, (Cambridge, Massachusetts, United States)

September 1987 - June 1989

Completed post doctoral studies in career development and adult centered learning

PhD

Wayne State University, (Detroit, Michigan, United States)

September 1969 - June 1971

Advanced study in Organizational Psychology and Organization Behavior

PhD

Wayne State University, (Detroit, Michigan, United States)

September 1969 - June 1971
