

Don Payne, M.Ed.
Vice President, Executive Development
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BACKGROUND

Don Payne presides as the Vice President of EASI•Consult®. The overall focus of his work is to assist HR departments as they realign their programs, practices, and approaches with the short and long term priorities of the businesses they support. Mr. Payne's most recent work focuses on helping companies implement the steps necessary to better align their organizational culture with their business strategy, as well as consulting to senior management on the selection and development of top talent.

An expert in organizational effectiveness and human resources management, Mr. Payne develops and implements competency-based corporate leadership programs and consults to senior management on how to select and develop key employees. He has worked with a wide variety of organizations in both the private and public sector including Anheuser-Busch Companies, COMPAQ Computer, Exxon Mobil, CCL Industries, Merrill Lynch, Raytheon, Pacific Bell, The City of Detroit, Bacardi-Martini, Advanced Technology Systems, and Elmhurst Memorial Healthcare. Mr. Payne's continuing research focuses on the degree to which specific leadership behaviors create an exciting and challenging work climate and in turn, how levels of climate influence individual and organizational performance.

EDUCATION

- M.S.** Educational Administration, University of Wisconsin (1968)
- B.S.** Education, University of Wisconsin (1966)

PROFESSIONAL EXPERTISE

EASI•CONSULT, LLC, St. Louis, MO (2007 – Present)
Vice President, Executive Development

- Develop and implement competency-based corporate leadership programs and consult to senior management on the selection and development of top talent.
- Help organizations implement the steps necessary to better align their organizational culture with their business strategies.
- Assist HR organizations realign their programs, practices and approaches with the organization's strategic imperatives and organizational priorities.

AON CONSULTING, Chicago, IL (1995 – 2007)
Senior Vice President

- Practice leader for Business and HR Alignment Strategies.
- Focus of the practice was to assist HR departments as they realigned their programs, practices and approaches with the short and long term priorities of the businesses they supported.
- Designed and delivered a formal career development program for Aon Consulting's professional consulting staff.

Interim Head of Human Resources

- Directed the activities of HR professionals across four worldwide regions.

MCBER & COMPANY, Boston, MA (1985 – 1995)

Vice President

- Led consulting assignments in areas of:
 - Organizational assessment;
 - Leadership development; and
 - Competency identification and integration into selection, development, performance management and succession planning processes.
- Consulted to help senior managers refine their leadership styles and master the techniques necessary to create and sustain energized organizations.

Executive Vice President and Chief Operating Officer

- Directed the overall financial, operating and marketing activities for both domestic and international operations.
- Directed business development efforts in Singapore, Indonesia, Hong Kong, Malaysia, and Australia.
- Developed and delivered the leadership development segment of the Executive Development Program for the University of California – Berkeley.
- Asked to be an executive coach to executive from the U.S. Postal Service, Hewlett-Packard, The State Government of California, and AT&T as they adapted their leadership styles to the short and long term needs of their organization.

MATTEL, INC. Hawthorn, CA (1970 – 1985)

Employee and Organizational Development Consultant

- Designed and delivered training and development programs in leadership, supervisory practices and organizational effectiveness.

Manager, Employee and Labor Relations

- Provided oversight and leadership in the manufacturing and distribution functions regarding:
 - Labor relations
 - Employee relations
 - Recruitment and selection
 - Policy and practices administration
 - Training and development
 - Salary administration
 - Succession planning and talent development

Director, Leadership and Organizational Effectiveness

- Developed and delivered corporate leadership development programs.
- Responsible for the company's Affirmative Action Program.
- Coached selected executives for enhanced effectiveness to maximize their potential.

Vice President, Human Resources

Mattel Electronics

- Overall worldwide responsibility for all human resources activities for a \$1 billion organization.
- As a member of the executive committee, facilitated team effectiveness in a dynamic and challenging business environment.

LIST OF PUBLICATIONS

- Payne, D. (2005). *A Strategic Human Resources Approach: The Description of How An HR Business Centric Philosophy and Set of Practices Can Enhance HR's Value and Effectiveness*. Unpublished manuscript.
- Payne, D. (2004-5). *Mind Over Matter: The Description of a Competency-Based Career Development Program*. Unpublished manuscript.
- Payne, D. (2002). *Building Energized Organizations. A Description of How The Level of Organizational Climate Accounts for and Presents Levels of Individual and Team Performance*. Unpublished manuscript.

PROFESSIONAL AFFILIATIONS

- Member of the Board of Directors, Animals as Intermediaries: Bringing nature, animals and the Arts to people.
- Member of the Advisory Board, Emerson Umbrella Center for the Arts: A non-profit cultural organization committed to nurturing and encouraging the arts throughout the community.