

Robert E. Young, Psy.D.

Profil M Project Partner

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Languages

English

www.profil-m.de

PROFIL M

A practical behavioral scientist

My clients appreciate that I am **steeped in the science** of leadership, team dynamics, and organizational behavior yet my delivery of insights, both verbally and in writing, is very **practical, user-friendly, and direct**. I take pride in being able to break complex ideas and concepts down into very **understandable, action oriented, and realistic recommendations** for the most challenging talent management, succession planning and organizational development decisions.

When I start an engagement with a client, my first and foremost goal is to understand their **strategic intentions**, organizational **culture**, leadership **team dynamic**, **work systems**, and existing **talent management** practices. This context is essential for providing insights and recommendations that can be implemented and lead to **measurable results**. The best compliment that clients have often provided is, "You know us so well that it is **as if you work here!** This type of collaboration and partnership with clients is what truly drives me to continue **serving, learning, and growing professionally**.

My expertise for you

- Design and delivery of leadership assessment, development planning, and coaching programs
- Facilitation of team effectiveness coaching workshops
- Leading organizations (family and non-family owned/operated) through challenging succession planning journeys
- Design and delivery of high potential talent development programs
- Conflict resolution between managers, executives, ownership, shareholders, and family members

Special skills

- Doctorate Degree in Psychology, Psy.D.
- Extensive expertise and experience in personality, motivational and cognitive assessments
- 25 years in family business consultation
- Expertise in team effectiveness coaching
- 25 years as an executive coaching of Director, Vice President, and C-suite executives

Selected customers

- Applied Materials
- Charter Manufacturing
- Plymouth Tube
- Direct Supply
- Milwaukee Electronics
- Meri USA

Selected publications

- "Unpacking 7 Key Criteria for Success in a COVID-19 World: A Tale of Two Frontline Leaders" webinar
- "Hiring Frontline Leaders In A VUCA And Virtual World – 7 Critical Leadership Themes" webinar
- "Psychological Barriers to Ownership Transition" presentation - WI Chapter - Exit Planning Institute