

Dirk Baxter

Sr. Consultant at Leadership Futures, Inc.

dirk.baxter@leadershipfutures.com

Summary

Business professional with organizational consulting and relationship management experience. Proven client relationship and global project management skills. Extensive depth and breadth in integrated human resource systems. Expertise includes:

- Strategic Talent Management
- Coaching and Feedback
- Organizational Design and Development
- Program Evaluation and Utility Analysis
- Consultative Selling
- Succession Planning
- Assessment and Selection
- Training and Facilitation
- Performance Management
- Profitable Contracting

Specialties

Specialties:

Consultative selling & advising

Client expansion

Employee Selection

Leadership Assessment and Development (360 and Assessment Center)

Performance Management

Executive Assessment/Development

Talent Planning

Succession Management

Employee Engagement

Organization Change Processes

Experience

Sr. Consultant at Leadership Futures, Inc.

November 2008 - Present (1 year 3 months)

Talent assessment; personnel selection implementation and evaluation; pre-employment testing, interviews, simulations, and assessment centers; job analysis and competency modeling; individual assessment; 360-degree (multi-source) feedback; performance appraisal; training design and

evaluation; survey design and evaluation; organizational needs assessment; research design, statistical analysis; test development & validation; project management.

1 recommendation available upon request

Consultant at Development Dimensions International

2006 - 2008 (2 years)

Business professional with organizational consulting and relationship management experience. Proven client relationship and global project management skills. Extensive depth and breadth in integrated human resource systems.

5 recommendations available upon request

Consultant at Bank of America

2003 - 2005 (2 years)

Consultant at Alliance for Strategic Leadership

2003 - 2004 (1 year)

1 recommendation available upon request

Consultant (Intern) at Southern Company

1997 - 1999 (2 years)

Doctoral Internship and part time consulting.

Education

The University of Georgia

PhD, Industrial/Organizational Psychology, 1996 - 2002

University of Alaska Anchorage

Interests

Bootcamp Instructor

Canoeing

Fishing

Half Marathons

Sprint Triathalons

Camping

Weight Training

Travel

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7 people have recommended Dirk

"I had the opportunity to interact Dirk through a networking group he spoke at. I armed myself with his experience and within 48 hours had the just the offer I had been seeking. He illustrated how to pitch future value to an organization that fit into a conversation effortlessly. After hearing years of theories and fads I found his recommendations to be refreshingly relevant and executable."

— **James Parks**, was Dirk's client

"Having worked with Dirk on several large-scale selection and talent development projects, I've been able to observe his consulting skills first-hand and have consistently been impressed with his client focus. His technical skills as an I/O psychologist are strong, but what really sets him apart is how well he gets to know the client's goals, strategy, and business environment, and then develops a solution accordingly. At DDI, he worked to ensure our internal processes were streamlined and client-focused and never settled for a "this is the way we've always done it" answer to why something couldn't be modified to meet a client's need. I look forward to working with him in the future."

— **Eddie Jerden**, *Consultant, Development Dimensions International*, worked directly with Dirk at Development Dimensions International

"Dirk Baxter excels in business development, managing client relationships, project management, and using his I/O expertise and business acumen to generate long-term solutions. Dirk and I worked together at DDI for several years. During that time, I observed Dirk successfully manage complex engagements with multiple stakeholders and solutions. He is strong technically. He is focused on development and acts on feedback. Personally, Dirk is a pleasure to work with and brings lots of enthusiasm (and fun) to the workplace."

— **Andy Goldblatt**, *Consultant, Development Dimensions International (DDI)*, worked directly with Dirk at Development Dimensions International

"Dirk Baxter has the highest of integrity - he says what he means, means what he says, and always does what he says he'll do. His trustworthiness and reliability are combined with an over-the-top intellect and analytical thinking skills, a passion for ideas, and a sharp wit. Having Dirk on your team ensures success - whatever the goals or objectives, he'll work tirelessly to get things done."

— **Elizabeth Pagano**, *Partner, Executive Pathways*, worked directly with Dirk at A4SL

"The thing I admire most about Dirk is his critical thinking skills. No matter how completely I felt I had thought things through, Dirk always added some keen insight or suggestion...and that just made me work smarter. Second, Dirk is willing to step into any challenge and face it head on...an intrepid professional."

— **Keith Akins**, *Senior Consultant, Development Dimensions International (DDI)*, worked directly with Dirk at Development Dimensions International

"I have been working with Dirk for quite sometime and believe he embodies professionalism. He has a great ability to listen closely and assess your needs in order to provide you with the resources needed to improve your organization. Dirk is a great business partner and his knowledge and insights have helped our employees become better leaders and managers."

— **Sheila Dehdashti, PHR**, was Dirk's client

"Dirk consistently goes above and beyond to ensure that needs are met... all with a fantastic attitude and smile! His planning/organizing, technical knowledge, willingness to help, and forethought ensures that he is always a value add to any project."

— **Julie Stevens**, *Global Account Representative, Development Dimensions International*, worked with Dirk at Development Dimensions International

Expertise

Wealth Management

[Contact Dirk on LinkedIn](#)