

*Curriculum Vita of*  
**William J. Rothwell**

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### Work Experience

**Professor**, Workplace Learning and Performance, College of Education, Department of Learning and Performance Systems, The Pennsylvania State University, University Park, Pennsylvania  
July 1, 2006-Present

Responsible for administering a Masters and a Doctoral program in Training and Development/Human Resources at a "Big 11" University. Currently advise 28+ Masters and Doctoral students and chair 37 doctoral committees.

*Representative duties include:* Recruiting students; teaching graduate courses in Human Resource Management for Trainers, Organization Development, Advanced Organization Development, Process Consultation, Consulting, and other topics relevant to Organization Development (OD), Human Resource Development (HRD), Human Performance Improvement (HPI), Human Resource Management (HRM), and Workplace Learning and Performance (WLP); directing Masters' theses and doctoral dissertations.

**Professor in Charge**, Workforce Education and Development, College of Education, Department of Learning and Performance Systems, The Pennsylvania State University, University Park, Pennsylvania  
June 2003-June 30, 2006

In addition to the duties below, oversee the #1-ranked graduate program in Workforce Development in the United States.

**Associate Professor of Human Resource Development**, College of Education, Department of Adult Education, Instructional Systems, and Workforce Education and Development, The Pennsylvania State University  
University Park, Pennsylvania  
January 1993-July 1997

Granted immediate tenure.

**Vice President, The Rothwell Partnership**  
State College, Pennsylvania

January 1999-Present

Co-owner with wife Marcelina V. Rothwell, President and CEO of Greenhills Village, a 30-bedroom State-licensed Personal Care Home in State College, PA.

**President, Rothwell & Associates, Inc.**  
State College, Pennsylvania

January 1993-Present

Serve as consultant to business, industry, government, and nonprofit organizations. Clients have included 35 multinational corporations. Clients have also included AccuWeather, the American Red Cross, the American Society for Training and Development, Atotech, CARE (the International Relief Agency), the City of Virginia Beach, Conoco, Corning, Ford Motor Company (Fairlane Center), JLG Industries, LandAmerica, Motorola University U.S., Motorola University China, Singapore Airlines, the University of Pittsburgh Medical Center (UPMC), the U.S. Department of Labor, and the U.S. Postal Service. This was an "S" corporation as of October 2000.

**Assistant Vice President & Management Development Director, The Franklin Life Insurance Co.**

Springfield, Illinois

June 1987-January 1993

Responsible for setting up and managing a comprehensive training program for all hierarchical levels of the 28th largest life insurance company in the United States. This \$5.5 billion company was a subsidiary of a *Fortune 50* corporation (American Brands) and employs 1477 people in Springfield. Primarily responsible for in-house management/supervisory training and development. Also responsible for all in-house Clerical Training, Structured On-The-Job Training, company Product Training, Management Succession Planning, Employee and Management Recruitment, and Employee Testing. Managed a staff of 17, including the company's Employment Manager.

*Representative duties included:* assessing company training needs; establishing company training policy; administering funds for external college course reimbursement and for external seminar fees; training instructors to offer in-house classroom-based training and structured on-the-job training; designing classroom-based instruction, lesson plans, training scripts, and experiential training exercises; budgeting for all organizational training (excluding agent training); establishing and maintaining company training recordkeeping system; establishing and maintaining company skills inventory; delivering instruction in selected areas; and recruiting and interviewing Management Trainees. In this capacity I supervised 17 employees and reported to the Company's Vice President of Human Resources. Apart from my training duties I also installed new performance appraisal systems for clerical and management employees, reviewed selection practices, established a new companywide employee discipline policy, initiated a formal recruitment program, and served as an Organization Development consultant for the installation of 3 different division-specific team-based management initiatives.

**Consultant, The University of Oklahoma**

Norman, OK  
February 1990-December  
1991

Conducted Workshops on Strategic Planning and Strategic Human Resources Planning to top executives of State government agencies on Rehabilitation.

**Lecturer, Illinois State University**  
Normal, Illinois

August 1988-December 1988

Taught a graduate course in the Department of Business Education (Business Education 371, "Teaching Business Topics to Adult Learners"). This course was the entry-level graduate survey course in the Business Education Master's Degree sequence for Employee Training and Development.

**Senior Associate, R & K Consultants**  
Springfield, Illinois

October 1987-1988

As a part-time consultant, I provided consulting services on corporate-wide planning of training to Motorola's Technical Education Center (MTEC).

**Special Services Officer (Training Director), Illinois Office of the Auditor General**  
Springfield, Illinois

October 1979-June 1987

Responsible for setting up a comprehensive training program for all hierarchical levels of a bipartisan State agency, the State government counterpart of the U. S. General Accounting Office.

*Representative duties included:* assessing agency training needs; establishing agency training policy; administering funds for external college course reimbursement and for external seminar fees; training instructors to offer in-house classroom-based training and for structured on-the-job training; designing classroom-based instruction, lesson plans, training scripts, and experiential training exercises; budgeting for all organizational training; establishing and maintaining agency training recordkeeping system; establishing and maintaining agency skills inventory; and delivering instruction in selected areas.

**Lecturer, Sangamon State University**

Springfield, Illinois  
Academic  
Years 1983-84/1984-85

Taught an introductory class on supervision in the undergraduate Management program during the 1983-1984 academic year. Taught a graduate class, Organizational Dynamics, a required course in the M. B. A. curriculum, during the 1984-1985 academic year.

**Staff Development Specialist, Illinois Department of Personnel**  
Springfield, Illinois

June-October 1979

Delivered classroom training in technical writing to State employees. Assisted with the development of a new Employee Performance Appraisal system.

## Education

### **Ph.D. University of Illinois, Urbana-Champaign, 1985**

<i>Attended</i>	Fall 1979-Spring 1985
<i>Major</i>	Education/Employee Training
<i>Dissertation</i>	<i>Management training in support of organizational strategic planning in twelve Illinois organizations</i>
<i>Master's Thesis</i>	<i>Setting up the HRD function: A case study</i>

Completed eighty graduate hours in Education and Business Administration.

### **M.A.B.A. Sangamon State University, Springfield, IL**

<i>Attended</i>	Fall 1979-Fall 1982
<i>Major</i>	Business Administration (Concentration in Human Resource Management)

Completed sixty graduate hours in Business Administration. Sangamon State University is now known as The University of Illinois at Springfield.

### **M.A. University of Illinois, Urbana-Champaign**

<i>Attended</i>	Fall 1974-Spring 1978
<i>Major</i>	English

Completed the M.A. plus 32 graduate hours--all courses required for the doctorate--in a degree program entirely separate from the doctoral program in Education listed above.

### **B.A. Illinois State University, Normal, IL**

<i>Attended</i>	Fall 1970-Fall 1973
<i>Major</i>	English (comprehensive)
<i>Honor's Thesis</i>	<i>Pope's essay on man and its critics.</i>

Graduated with High Honors and Department Honors.

## Professional Certifications

- S.P.H.R.** *Senior Professional in Human Resources (Life Accreditation).*  
Awarded by the Human Resource Certification Institute (HRCI) through examination, experience, recommendations, and recertification.
- R.O.D.C.** *Registered Organization Development Consultant.*  
Awarded by the Organization Development Institute through examination. Listed in the *International directory of organization development professionals*. (1995). Cleveland, OH: Organization Development Institute.
- FLMI** *Fellow, Life Management Institute.*  
Successfully completed examinations over ten college-level courses about administration of life insurance companies. The courses were entitled Principles of Life Insurance, Life and Health Insurance Company Operations, Legal Aspects of Life and Health Insurance, Marketing Life and Health Insurance, Management of Organizations and Human Resources, Information Management in Insurance Companies, Accounting in Life and Health Insurance Companies, Economics and Investments, Mathematics of Life and Health Insurance, and Human Resources Administration.
- ACS** *Associate in Customer Service*  
Successfully completed the designation of Associate in Customer Service by completing the requirements for that designation by the Life Office Management Association. (Required five college-level courses in insurance and a special college-level course on customer service.)
- CEBS** *Certified Employee Benefit Specialist (in progress)*  
Completed 5 of 10 courses on Employee Benefits offered through the Wharton School, University of Pennsylvania.
- CTDP** *Certified Training and Development Professional*  
Awarded the CTDP designation by the Canadian Society for Training and Development in a ceremony from the podium at the ASTD International Conference in Washington, DC in May 2004. Was the first person outside of Canada awarded this certification based on a rigorous review of experience, education, and other criteria.

## Service to the University

**Chair**, Department Promotion and Tenure Committee, Department of Learning and Performance Systems, Penn State, 2009-2013.

**Faculty Advisor**, [Student] Workforce Peer Mentoring Society, 2011-2012.

**Faculty**, Comparative and international education dual-title degree graduate program, from 2009 to present.

**Member**, Succession Planning Committee, University Committee for Human Resources, 2009.

**Chair**, Special Department Promotion and Tenure Committee, Department of Learning and Performance Systems, 2008.

**Member**, International Study Programming Team, College of Education Strategic Planning Process, 2008

**Chair**, Department Promotion and Tenure Committee, Department of Learning and Performance Systems, 2006-2007.

**Member**, Search Committee, Director of Workforce Development, Outreach, 2006.

**Professor in Charge**, Workforce Education and Development Program, Department of Learning and Performance Systems, June 2003-July 1, 2006.

**Member**, College Faculty and Staff Awards Committee, 2003-2004.

**Chair**, Department Promotion and Tenure Committee, Department of Adult Education, Instructional Systems and Workforce Education and Development, Penn State, 2001-2002.

**Member**, Department Promotion and Tenure Committee, Department of Adult Education, Instructional Systems and Workforce Education and Development, Penn State, 1997-1998, 1998-1999, 999-2000, and 2002-2003.

**Faculty**, Intercollege dual-title degree graduate program in operations research, from 2000 to present.

**Chair**, Search Committee for Assistant Professor in Workforce Education and Development in 1998-1999.

**Member**, Strategic Planning Committee, College of Education, Penn State, 1996-1997.

**Chair**, Faculty Council, College of Education, Penn State, 1995-1996. [Elected by the faculty.]

**Member**, Administrative Council, College of Education, Penn State, 1995-1996. [Appointed by the Dean.]

**Chair**, Search Committee for Assistant Professor in Workforce Education and Development in Spring 1996.

**Member**, Search Committee for Associate Professor in Workforce Education and Development in Fall 1996.

**Member**, Search Committee for Associate Professor in Workforce Education and Development in Spring 1996.

**Participant**, With Dean Rodney Reed, in signing a Memorandum of Understanding (MOU) between Penn State and Motorola University to work in cooperation with Beijing University and Nankai University to establish a partnership to offer graduate instruction in Training and Development in the People's Republic of China

**Member**, Advisory Committee for the Leadership Development Undergraduate Minor, College of Engineering, Penn State University, 1997-Present.

**Member**, Team for Evaluating the One-Week Human Resource Executive Development Program, Executive Programs, Smeal College of Business [with Bob Prescott, Maria Taylor and Smeal College of Business Associate Dean Albert Vicere]

**Chair**, Faculty Council Committee on Curriculum Affairs, College of Education, Penn State, 1993-1995.

**Member**, Faculty Council, College of Education, Penn State, 1993-1995.

**Member**, Committee on Committees and Rules, Faculty Council, College of Education, Penn State, 1993.

**Member**, Teaching Load Committee, Faculty Council, College of Education, Penn State, 1993.

**Member**, Graduate Studies Subcommittee, Faculty Council, College of Education, Penn State, 1994-1995.

**Member**, Strategic Planning Committee for the Department of Adult Education, Instructional Systems, and Workforce Education and Development, College of Education, Penn State, 1995.

## **Service to the Human Resource Development Field and Profession**

**Chief Advisor**, International Leadership Institute, Shanghai Jiao Tong University.

**Member**, Corporate Social Responsibility Committee, Government of Shanghai, Pudong China.

**Member**, ASTD Dissertation of the Year Award, 2010-2011.

**Member**, Board of Directors, Asian Regional Training and Development Organization, 2009-Present.

**Reviewer**, SAIL Award for Excellence in HR Management, HR Society of India.

**Member**, Editorial Review Board, *Asia Pacific Education Review (APER)* from September 2008 to present.

**Acting Director**, ASTD Global Network for Greater China, 2005-2007.

**Editor**, Special Asian Issue of the *International Journal of Training and Development*, March 2005.

**Editorial Review Board Member**, *International Business and Management* (refereed journal, Quebec), 2011-present.

**Consulting Editor**, Praeger, with Robert Prescott, Eric Bergstrom and Cecilia Maldonado, for the *HR Encyclopedia* from January 2005 to present. (see [www.hrdictionary.com](http://www.hrdictionary.com))

**Consulting Editor**, American Management Association Adult Learning Series, with Columbia Teacher's College Professor Victoria Marsick and University of Illinois Professor Andrea Ellinger from January 2005 to present.

**Member**, Excellence in Research-to-Practice Awards Committee, American Society for Training and Development, 2004-2005.

**Member**, ASTD National Awards Strategy Committee, 2004-2005. [This committee determines The winners of overall awards of excellence for all of ASTD.]

**Member**, ASTD National Awards Strategy Committee, 2003-2004. [This committee determines the winners of overall awards of excellence for all of ASTD.]

**Member**, Donald H. Bullock National Dissertation Award Committee, ASTD, 2003-2004 and 2002-2003.

**Member**, ASTD Research Award Nominating Committee, from 2003-2004 and 2002-2003.

**Member**, Committee on Graduate Program Accreditation, Academy of HRD, 2003.

**Member**, Promotion and Tenure Committee, Department of Adult Education, Instructional Systems, and Workforce Education and Development for 2002-2003.

**Member**, Training Council, AccuWeather, from February 2001 until present.

**Member**, Linkage, Inc., National Thought Leader Group, 2001. Appointed for excellence in succession planning and management.

**Editor**, HRD Classics Series, Nankai University Press, Tianjin, China. Oversee a series of translations of classic HRD books from English language to Chinese language along with Chinese Professor Lu Feng.

**Consulting Editor**, Jossey-Bass/Pfeiffer Book Series on Appreciative Inquiry, with David Cooperrider, Roland Sullivan & Kristine Quade from February 2003 until present.

**Senior Consulting Editor**, Instructional Technology, Jossey-Bass/Pfeiffer Book Series in the "Using Technology in Training and Learning Series," from February 2001 until present.

**Website Administrator**, the "Practicing Organization Development" website OD Learning Community, planned for 1 year and designed by a team at Jossey-Bass/Pfeiffer. (<http://www.practicingod.com>), unveiled in June 2001.

**Member**, Advisory Board for the Establishment of an HRD Graduate Program, College of Education [which is being approved by the government], Beijing University, People's Republic of China.

**Member**, National Book Award Committee, Academy of Human Resource Development, in year 2000.

**Advisor**, National Trainer Certification, for the Singapore Training and Development Association, in year 2000.

**Member**, National Book Award Committee, Academy of Human Resource Development, in year 2000.

**National Thought Leader**, The Succession Management Research Project, funded by Linkage, Inc. (2000).

**Member**, Donald H. Bullock Memorial Dissertation Committee, American Society for Training and Development, 1998, 1999, and 2000.

**Member**, Outstanding Student Research Award Committee, International Society for Performance Improvement, 1998.

**Member**, Graduate Advisory Committee on Human Resource Development, St. John Fisher College, Rochester, NY, 1997-Present.

**Senior Consulting Editor**, Organization Development and Change Management, Jossey-Bass/Pfeiffer Series in Group and Organizational Change, from April 1998 to Present.

**American Editor**, *The International Journal of Training and Development* [a refereed academic journal published by Blackwell Publishers of England] from June 1995 to present. There is also a European Editor and an Asian Editor for this journal.

**National Vice President of Finance**, Academy of Human Resource Development, Elected in 1996 for 1996-1997.

**Member**, Academy of Human Resource Development, National Board of Directors, in 1996 and 1997.

**Chairperson**, Training Advisory Committee, Susquehanna Nuclear Plant of Pennsylvania Power & Light, 1996-Present.

**Member**, International Society for Performance Improvement, Academic Affairs Committee.

**Chair**, Outstanding Student Research Award Committee, National Society for Performance and Instruction, for 1994-1995 Awards.

**Member**, Donald H. Bullock Memorial Dissertation Award Committee, American Society for Training and Development, for 1994-1995 Awards.

**Past President**, Nittany Valley Chapter, The American Society for Training and Development, 1996.

**President**, Nittany Valley Chapter, The American Society for Training and Development, 1995.



**President Elect**, Nittany Valley Chapter, The American Society for Training and Development.  
Elected in 1993 as President Elect through 1994.

**Program Chairperson**, The Total Quality Council of Central Pennsylvania, for 1994. Elected in 1993 for office in 1994-1995.

**Charter Member and Fellow**, The Academy of HRD Management, since the Academy's inception in May 1993.

**Member**, National Publishing Review Committee, American Society for Training and Development, from 1989 to Present.

**Chairperson**, National Publishing Review Committee, American Society for Training and Development, from 1990 through 1993.

**Member**, National Research Committee, American Society for Training and Development, from 1994 to present.

**Member**, Editorial Review Board, *Human Resource Development Quarterly* [the refereed journal of the American Society for Training and Development] from November 1988 to present.

**Member**, Editorial Review Board, *Performance Improvement Quarterly* [the refereed journal of the National Society for Performance and Instruction] from November 1994 to present.

**Assistant Regional Director for Illinois**, Region 5, American Society for Training and Development from 1992-1993.

**Programming Chairperson**, Region 5 Conference, American Society for Training and Development, for 1992. [The Chairperson was responsible for selecting programs and arranging facilities for a 200-participant conference.]

**Member**, Ad Hoc Committee on Executive Development Programs, Life Office Management Association, during 1992. [The Life Office Management Association is an educational association serving the insurance industry.]

**Member**, Advisory Board to the Graduate Program on Training and Development, Department of Industrial Technology, Illinois State University, from 1987 to January 1993.

**Chair**, Nominating Committee, Central Illinois Chapter of the American Society for Training and Development in 1989.

**Member**, Private Sector Advisory Board, College of Education, Training and Development Program, University of Illinois at Urbana-Champaign from August 1985 through December 1992.

**Member**, Business and Industry Development Advisory Council, Lincoln Land Community College, Springfield, Illinois from July 1987 through December 1992.

**Member**, Springfield Adult Literacy Council, Lawrence Adult Education Center, Springfield, Illinois from July 1987 through December 1992.

**Advisor**, Junior Achievement program on Economics, Griffin High School in Springfield, during the spring 1988 session. [Taught one class per week during the day for a semester.]

**Member**, American Society for Training and Development Region 5 Strategic Planning Committee during 1988.

**Coordinator**, Chapter Awards Program, Central Illinois Chapter of the American Society for Training and Development, 1988-1989.

**President**, Central Illinois Chapter of the American Society for Training and Development.  
Elected in December 1986 for calendar year 1987.

**First Vice President (President Elect)**, Central Illinois Chapter of the American Society for Training and Development. Elected in December 1985 for calendar year 1986.

**Secretary**, Central Illinois Chapter of the American Society for Training and Development. Elected in December 1984 for calendar year 1985.

**President**, Illinois State Government Training Administrators' Consortium [the Association of Agency Training Directors in Illinois State Government] from 1980-81. During my term in office, the consortium published a *Directory of training resources in State agencies, commissions, and boards*. (1981). Springfield, IL: Sangamon State University.

**Member**, American Society for Training and Development.

**Member**, International Society for Performance Improvement.

**Member**, Society for Human Resource Management.

**Member**, Kiwanis International, 2009-Present.

**Reviewer**, *Performance Improvement Quarterly*

**Reviewer**, *Educational Administration Quarterly*

**Reviewer**, *Human Resource Development Quarterly*

**Reviewer**, *International Journal of Human Resources Development and Management*

**Reviewer**, *Asia Pacific Education Review*

**Reviewer**, *Human Resource Development International*

### **Professional Presentations**

Rothwell, W. (2013, August 30). *Becoming a better training and development professional: New research from ASTD*. Delivered a 2-hour presentation at the University of Nevada campus in Las Vegas, NV.

Rothwell, W. (2013, 15-16 August). *Aligning human resources with business strategy*. Conducted a 2-day public workshop for the Singapore Institute of Management in Singapore.

Rothwell, W. (2013, 14 August). *Applying competency-based human resource management: Workshop 4: Competency-based performance management*. Conducted a 3-hour public workshop for the Singapore Institute of Management in Singapore.

Rothwell, W. (2013, 14 August). *Applying competency-based human resource management: Workshop 3: Competency-based training and development*. Conducted a 1-hour public workshop for the Singapore Institute of Management in Singapore.

Rothwell, W. (2013, 13 August). *Applying competency-based human resource management: Workshop 2: Recruiting and selecting workers*. Conducted a 3-hour public workshop for the Singapore Institute of Management in Singapore.

Rothwell, W. (2013, 13 August). *Applying competency-based human resource management: Workshop 1: Identifying competencies*. Conducted a 1-hour public workshop for the Singapore Institute of Management in Singapore.

Rothwell, W. (2013, 13-14 August). *Applying competency-based human resource management: Overview*. Conducted a 1-hour public workshop for the Singapore Institute of Management in Singapore.

Rothwell, W. (2013, 12 August). *Performance management: Measuring results, engaging performance, and coaching productivity*. Conducted a one-day in-house workshop for

- Salvo Global, Inc. in Singapore.
- Rothwell, W. (2013, 6 August). *Should we focus on work or workforce planning?* Conducted a 90-minute webinar for the Institute for Corporate Productivity.
- Rothwell, W. (2013, 18 July). *Performance management: New horizons and challenges*. Conducted a 3.5-hour invited keynote presentation at the Philippine Human Resource and Organization Development Federation (PAHRODF) and the Philippine Civil Service 2013 HR Symposium in Cebu, Philippines.
- Sullivan, R., Rothwell, W. & Zabellero, A. (2013, 16 July). *Accelerated talent management: Part II*. Conducted a 60-minute presentation at the Philippine Training and Development Society in Manila, Philippines.
- Rothwell, W., Sullivan, R., & Zabellero, A. (2013, 16 July). *Accelerated talent management: Part I*. Conducted a 60-minute presentation at the Philippine Training and Development Society in Manila, Philippines.
- Rothwell, W. (2013, 15-17 July). *Talent, competency & succession management*. Conducted a 3-day workshop in Manila, Philippines.
- Rothwell, W. (2013, 11-13 July). *Talent, competency & succession management*. Conducted a 3-day workshop in Ho Chi Minh City, Vietnam.
- Rothwell, W. (2013, 8-10 July). *Talent, competency & succession management*. Conducted a 3-day workshop in Bangkok, Thailand.
- Rothwell, W. (2013, 4-6 July). *Application tools for talent management and competency modelling*. Conducted a 3-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (2013, 1-3 July). *Talent, competency & succession management*. Conducted a 3-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (2013, 27-28 June). *Managing learning in a strategic way at John Deere*. Conducted a 2-day internal seminar for trainers of John Deere University in Moline, IL.
- Rothwell, W. (2013, 26 June). *The nine generations of the field formerly called training: The prologue is the future – Impact on 21st century trainers*. Conducted a ½-day internal seminar for trainers of John Deere University in Moline, IL.
- Rothwell, W. (2013, 20-21 June). *Strategic talent management and development*. Conducted a 2-day workshop in Ho Chi Minh City, Vietnam.
- Rothwell, W. (2013, 19 June). *Achieving KPIs with human performance improvement: Building competence for a high performance workplace*. Conducted a 1-day internal program for INTAN in Kuala Lumpur, Malaysia.
- Rothwell, W. (2013, 17-18 June). *Transformational leadership and change management*. Conducted a 2-day workshop in Singapore.
- Rothwell, W. (2013, 7 June). *Ten steps to succession planning*. Conducted a one-half-day workshop at the 2013 Talent Management Summit in Mexico City.
- Rothwell, W. (2013, 6 June). *The strategic development of talent*. Conducted a one-hour invited keynote address at the 2013 Talent Management Summit in Mexico City.
- Rothwell, W. (2013, May 30 ). *Evaluating training*. Conducted a half-day workshop in Lima, Peru.
- Rothwell, W. (2013, May 30). *Delivering and facilitating training*. Conducted a half-day workshop in Lima, Peru.
- Rothwell, W. (2013, May 30). *Evaluating the importance and implications of knowledge transfer for organisational design and development*. Delivered a 75-minute

- webinar from Lima, Peru to Johannesburg, South Africa for the 7<sup>th</sup> annual conference on organization design and development.
- Rothwell, W. (2013, May 29). *Designing and developing training*. Conducted a one-day workshop in Lima, Peru.
- Rothwell, W. (2012, May 28). *Analyzing performance problems and assessing training needs*. Conducted a 1-day workshop in Lima, Peru.
- Rothwell, W. (2013, May 27). *Introducing training and development*. Conducted a full-day workshop in Lima, Peru.
- Rothwell, W. (2013, May 23). *Talent management: The basics and beyond*. Conducted a 60-minute webinar for Penn State Outreach.
- Rothwell, W., Chungil, C., Jones, M., Welch, S. & Zabellero, A. (2013, 22 May). *Optimizing your succession planning*. Conducted a 90-minute webinar with Halogen in Ottawa, Ontario from State College, PA.
- Rothwell, W. (2013, May 22). *ASTD competency model update: Questions and answers with international attendees*. Delivered a 60-minute presentation to international attendees at the American Society for Training and Development (ASTD) International Conference and Exposition in Dallas, Texas.
- Rothwell, W. (2013, May 22). *Books and notions of William J. Rothwell*. Delivered a 60-minute presentation at the American Society for Training and Development (ASTD) International Conference and Exposition in Dallas, Texas.
- Naughton, J., & Rothwell, W. (2013, May 21). *Becoming a better learning and development professional: New research from ASTD*. Delivered a 75-minute presentation at the American Society for Training and Development (ASTD) International Conference and Exposition in Dallas, Texas.
- Rothwell, W. (2013, May 19). *What we know—and what we don't—about training and development competencies*. Delivered a 45-minute presentation at the American Society for Training and Development (ASTD) International Conference and Exposition in Dallas, Texas.
- Rothwell, W., Chungil, C., Jones, M., Welch, S. & Zabellero, A. (2013, 15 May). *Optimizing your succession planning*. Conducted a 90-minute webinar with Halogen in Ottawa, Ontario from State College, PA.
- Rothwell, W., Chungil, C., Jones, M., Welch, S. & Zabellero, A. (2013, 13 May). *Optimizing your succession planning*. Conducted a 90-minute webinar with Halogen in Ottawa, Ontario from State College, PA.
- Rothwell, W. (2013, 8 May). *ASTD's new training and development competencies*. Conducted a 1-hour webinar over Adobe Connect to the Penn State University Trainer's Network.
- Rothwell, W., Chungil, C., Jones, M., Welch, S. & Zabellero, A. (2013, 7 May). *Optimizing your succession planning*. Conducted a 90-minute webinar with Halogen in Ottawa, Ontario from State College, PA.
- Rothwell, W. (2013, 2-3 May). *Human performance improvement-Beyond training: Transforming training to unleash the full power of human performance*. Conducted a 2-day program for the Korean Management Association (KMA) in Seoul, Korea.
- Rothwell, W. (2013, 30 April-1 May). *Performance coaching*. Conducted a 2-day program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2013, 29 April). *Evaluating results*. Conducted a 1-day program as part of the 5

- day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2013, 28 April). *Measuring performance*. Conducted a 1-day program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2013, 27 April). *Selecting and implementing interventions*. Conducted a 1-day program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2013, 26 April). *Conducting performance analysis and cause analysis*. Conducted a 1-day program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2013, 25 April). *Introducing performance consulting*. Conducted a 1-day program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2013, 25 April). *Overview: Beyond training: Transforming training to unleash the full power of human performance*. Conducted a 30-minute overview to the 5 day program on Human Performance Consulting in Beijing.
- Rothwell, W. (2013, 24 April). *Beyond training and development: Essentials of human performance improvement*. Conducted a 1-hour HR Salon in Beijing, China.
- Rothwell, W. (2013, 24 April). *Performance management: Challenges and opportunities*. Conducted an invited keynote at the Ericsson Human Resource Conference in Beijing, China.
- Rothwell, W. (2013, 23 April). *Trends in learning and development*. Conducted a 3-hour presentation at the South China Power Grid Training Center in Guangzhou, China.
- Rothwell, W. (2013, 19 April). *Identifying and unleashing individual competencies and capabilities: Strategies for effective talent management*. Conducted a 4-hour workshop at the ChinaHRD.net conference in Kunming, China.
- Rothwell, W. (2013, 10-12 April). *Technical talent management and succession planning: Competency-based hiring, developing & retaining of high professionals through knowledge transfer and development strategies*. Conducted a 3-day workshop in Johannesburg, South Africa.
- Naughton, J., & Rothwell, W. (2013, March 27). *Training and development competencies: Redefined to create competitive advantage*. Conducted a 1-hour webinar with ASTD. See: <http://webcasts.astd.org/webinar/635>
- Rothwell, W. (2013, March 5). *Practical models to guide your thinking about succession planning*. Conducted a 1-hour sample webinar with Directors of Continuing Education from Penn State University campuses.
- Rothwell, W. (2013, 28 February & 1 March). *Integrating career planning and succession management*. Conducted a 2-day workshop in Mexico City, Mexico.
- Rothwell, W. (2013, 26-27 February). *Competency-based HRM and training evaluation*. Conducted a 2-day workshop in Mexico City, Mexico.
- Rothwell, W. (2013, 5, 14 & 21 February). *Basics of competency modeling*. Conducted 3 evening sessions for graduate students in State College, PA outside of a normal class.
- Rothwell, W. (2013, 11-12 January, 25-26 January & 8-9 February). *Strategic HRD*. Taught a graduate course at St. John Fisher College in Rochester, NY as visiting faculty.
- Rothwell, W. (2013, 18-19 January). *Integrating career planning and succession management*. Conducted a two-day workshop in Mexico City, Mexico.
- Rothwell, W. (2013, 17 January). *Delivering and facilitating training*. Conducted a one-day

- workshop in Mexico City, Mexico.
- Rothwell, W. (2013, 16 January). *Designing and developing training*. Conducted a one-day workshop in Mexico City, Mexico.
- Rothwell, W. (2013, 15 January). *Competency-based performance management*. Conducted a one-day workshop in Mexico City, Mexico.
- Rothwell, W. (2013, 14 January). *Competency-based training and development*. Conducted a one-day workshop in Mexico City, Mexico.
- Rothwell, W. (2012, December 8-9). *Effective succession management: The ABCs of developing a succession management system from scratch*. Conducted a 2-day workshop at Shanghai Jiaotong University in Shanghai, China.
- Rothwell, W. (2012, December 6-7). *Introducing OD and change management*. Conducted a 2-day workshop at Shanghai Jiaotong University in Shanghai, China.
- Rothwell, W. (2012, November 28). *Invaluable knowledge*. Conducted a 1-hour session online as a webinar as visiting faculty for Ursuline Academy in Cleveland, OH.
- Rothwell, W. (2012, November 23-24). *Integrating career planning and succession management*. Conducted a 2-day workshop in Mexico City, Mexico.
- Rothwell, W. (2012, November 22). *Analyzing performance problems and assessing training needs*. Conducted a 1-day workshop in Mexico City, Mexico.
- Rothwell, W. (2012, November 21). *Introducing training and development*. Conducted a 1-day workshop in Mexico City, Mexico.
- Rothwell, W. (2012, November 20). *Competency-based recruitment and selection*. Conducted a 1-day workshop in Mexico City, Mexico.
- Rothwell, W. (2012, November 19). *Identifying competencies*. Conducted a 1-day workshop in Mexico City, Mexico.
- Rothwell, W. (2012, November 12-14). *Transformational leadership and change management*. Conducted a 3-day program in Accra, Ghana.
- Rothwell, W. (2012, November 7-9). *Transformational leadership and change management*. Conducted a 3-day program in Johannesburg, South Africa.
- Sullivan, R., & Rothwell, W. (2012 15 November). *Guiding principles for creating the borderless organization: An engaging keynote*. Delivered a prerecorded 10-minute video presentation in the invited keynote address for the Asian Regional Training and Development Organization (ARTDO) conference in Cebu, Philippines.
- Rothwell, W. (2012, 29 October). *Talent management and succession planning*. Presented a 1-day presentation on the University Park, PA campus for doctoral students.
- Rothwell, W. (2012, 4 October). *Workshop on strategic HR transformation with organization development, change management, and appreciative inquiry*. Conducted a 1-day program in Kuala Lumpur, Malaysia for the Department of Public Works (JKR).
- Rothwell, W. (2012, 1-3 October). *Talent and HRD*. Conducted a 3-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (2012, 27 September). *Training and developing technical talent: What's different and unique about finding engineers?* Conducted a 1-hour webinar hosted by the American Quality and Productivity Center, Houston, TX.
- Rothwell, W. (2012, 26 September). *Top ten strategies to help OD professionals facilitate organizational transformation*. Conducted a 1-hour webinar for the Chesapeake Bay Organization Development Network, Washington, DC.

- Rothwell, W. (2012, 5 September). *Transforming the stature of learning and performance professionals*. Conducted a 1-day workshop for the South East Asian Central Banks Research and Training Centre (SEACEN) in Kuala Lumpur, Malaysia.
- Rothwell, W. (2012, 4 September). *Knowledge transfer: Reviewing best practices*. Conducted a 1-day workshop for the South East Asian Central Banks Research and Training Centre (SEACEN) in Kuala Lumpur, Malaysia.
- Rothwell, W. (2012, 3 September). *Building technical and soft-skill competencies*. Conducted a 1-day workshop for the South East Asian Central Banks Research and Training Centre (SEACEN) in Kuala Lumpur, Malaysia.
- Rothwell, W. (2012, 15-17 August). *Strategic HR transformation and organization development*. Conducted a 3-day workshop in Bangkok, Thailand.
- Rothwell, W., Mandhyan, R., & Agilipay, M. (2012, August 11). *Expat insights: What CEOs expect from corporate trainers*. A 1-hour interview of William J. Rothwell of Penn State with M. Agilipay of the Philippine Training and Development Society conducted on GNN television, Manila, Philippines. See: <http://www.youtube.com/watch?v=MfmLIluMIAM> Corporate Training with Dr. Rothwell on ExPat InSights
- Rothwell, W. (2012, 8-10 August). *Talent and human resource development*. Conducted a 3-day workshop in Manila, Philippines.
- Rothwell, W. (2012, 27 July). *Solving the knowledge transfer problem: 12 practical strategies*. Presented a 1-hour session at the Department of Defense WorldWide Symposium in Las Vegas, NV.
- Rothwell, W. (2012, 23 July). *How can human resources transform into a business partner—and more?* Conducted a 3-hour session for *People's Daily Online* in Beijing, China.
- Rothwell, W. (2012, 22 July). *Evaluating results*. Conducted a 1-day program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2012, 21 July). *Measuring performance*. Conducted a 1-day program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2012, 20 July). *What is performance coaching?* Conducted a 1-hour presentation in the evening in Beijing.
- Rothwell, W. (2012, 20 July). *Selecting and implementing interventions*. Conducted a 1-day program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2012, 19 July). *Conducting performance analysis and cause analysis*. Conducted a 1-day program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2012, 18 July). *Introducing performance consulting*. Conducted a 1-day program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2012, 18 July). *Overview: Beyond training: Transforming training to unleash the full power of human performance*. Conducted a 30-minute overview to the 5 day program on Human Performance Consulting in Beijing.
- Rothwell, W. (2012, 9-10 July). *Internal branding and employee engagement master class: Implement strategies to brand your organization to attract, engage and retain talent!* Conducted a 2-day workshop for Salvo Global in Singapore.
- Rothwell, W. (2012, 4-6 July). *Identifying, assessing and using competencies and learning maps*. Conducted a 3-day workshop for staff of the Civil Service College in Singapore.

- Rothwell, W. (2012, 4 July). *Talent management step by step*. Conducted a 1-hour evening presentation for the ASTD Global Network in Singapore.
- Rothwell, W. (2012, 2-3 July). *Carve your career your way*. Conducted a 2-day workshop for the Civil Service College in Singapore.
- Rothwell, W. (2012, 27 June). *Recruiting technical talent: What's different and unique about finding engineers?* Conducted a 1-hour webinar hosted by the American Quality and Productivity Center, Houston, TX.
- Rothwell, W. (2012, 11-13 June). *Talent management and succession planning for the public sector: Attract, develop, retain & most importantly, engage employees in the ministries, government-related agencies and government owned organizations*. Conducted a 3-day workshop in Capetown, South Africa.
- Rothwell, W. (2012, 8 June). *Reporting on results and the future of competency modeling*. Conducted a 1-day workshop in Mexico City, Mexico as part of the 5-day program entitled Master Class in Competency-Based Human Resource Management.
- Rothwell, W. (2012, 7 June). *Competency-based performance management*. Conducted a 1-day workshop in Mexico City, Mexico as part of the 5-day program entitled Master Class in Competency-Based Human Resource Management.
- Rothwell, W. (2012, 6 June). *Competency-based training and development*. Conducted a 1-day workshop in Mexico City, Mexico as part of the 5-day program entitled Master Class in Competency-Based Human Resource Management.
- Rothwell, W. (2012, 5 June). *Competency-based recruitment and selection*. Conducted a 1-day workshop in Mexico City, Mexico as part of the 5-day program entitled Master Class in Competency-Based Human Resource Management.
- Rothwell, W. (2012, 4 June). *Identifying competences*. Conducted a 1-day workshop in Mexico City, Mexico as part of the 5-day program entitled Master Class in Competency-Based Human Resource Management.
- Rothwell, W. (2012, 31 May). *Workshop on strategic HR transformation with organization development, change management, and appreciative inquiry*. Conducted a 1-day program in Kuala Lumpur, Malaysia for the Department of Public Works (JKR).
- Rothwell, W. (2012, 28-30 May). *Application tools for talent management and competency modelling*. Conducted a 3-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (2012, 23-25 May). *Change management, organization development and appreciative inquiry*. Conducted a 3-day workshop in Bangkok, Thailand.
- Rothwell, W. (2012, 17 May). *"Lean but agile" workforce strategies: A podcast with author Dr. Rothwell (Part 1)*. A virtual podcast posted on 17 May 2012 at <http://blog.yoh.com/2012/05/lean-but-agile-workforce-strategies-a-podcast-with-author-dr-rothwell-part-1.html>
- Rothwell, W. (2012, 16 May). *Radical rethink: Ensuring leadership continuity in the public sector*. Delivered a one-half-day session for the Conference Board of Canada in Ottawa.
- Rothwell, W. (2012, 8 May). *Every day talent management: 13 practical strategies*. Conducted a 75-minute presentation at the ASTD International Conference & Exposition in Denver, CO.
- Rothwell, W. (2012, 7 May). *Acceptance speech for the ASTD distinguished contribution to workplace learning and performance award for 2012*. Conducted a 10-minute talk at the ASTD awards ceremony in Denver, CO.



- Naughton, J., Arneson, J., & Rothwell, W. (2012, 7 May). *Become a learning and development rock star: ASTD's latest research*. Conducted a 75-minute presentation at the ASTD International Conference & Exposition in Denver, CO.
- Rothwell, W. (2012, 25 April). *Succession management: Planning for future leaders*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2012, 11 April). *New thinking in talent management: Rethinking workforce planning & technical succession planning*. Conducted a 1-day workshop for PLS in Portland, OR.
- Rothwell, W. (2012, 27 March). *The technical talent model*. Conducted a 1-hour webinar hosted by the American Quality and Productivity Center, Houston, TX.
- Rothwell, W. (2012, 19-21 March). *Change management, organization development and appreciative inquiry*. Conducted a 3-day workshop in Manila, Philippines.
- Rothwell, W. (2012, 15-17 March). *Change management, organization development and appreciative inquiry*. Conducted a 3-day workshop in Ho Chi Minh City, Vietnam.
- Rothwell, W. (2012, 14 March). *Talent: Getting the best of human capital*. Conducted a 3-hour session for the Malaysian Ministry of Finance in Kuala Lumpur, Malaysia.
- Rothwell, W. (2012, 7-9 March). *Change management, organization development and appreciative inquiry*. Conducted a 3-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W., & Graber, J. (2012, 29 February). *Lean but agile: Rethink workforce planning and gain a true competitive advantage*. Conducted a 90-minute webinar with the Indianapolis chapter of the Society for Human Resource Management.
- Rothwell, W. (2012, 13-14 January, 27-28 January, 10 & 11 February). *Strategic HRD*. Taught a graduate course at St. John Fisher College in Rochester, NY as visiting faculty.
- Rothwell, W. (16 December 2011). *Technical talent management: Sourcing, developing, and retaining scientific, engineering, and technical talent-Using the study findings*. Delivered a 75-minute presentation to the American Quality and Productivity Center study team in Houston, TX.
- Rothwell, W. (15 December 2011). *Technical talent management: Summary*. Facilitated a 1-hour session for the American Quality and Productivity Center study team in Houston, TX.
- Rothwell, W. (15 December 2011). *Technical talent management: Sourcing, developing, and retaining scientific, engineering, and technical talent-Overview of the key study findings*. Delivered a 75-minute presentation to the American Quality and Productivity Center study team in Houston, TX.
- Rothwell, W. (12-13 December 2011). *Building an effective talent management program*. Delivered a 2-day workshop in Shanghai, China.
- Rothwell, W. (10-11 December 2011). *Effective succession management: The ABCs of developing a succession management system from scratch*. Delivered a 2-day workshop on the campus of Shanghai Jiaotong University in Shanghai.
- Rothwell, W. (8-9 December 2011). *Introducing OD and change management*. Delivered a 2-day workshop on the campus of Shanghai Jiaotong University in Shanghai.
- Rothwell, W. (30 November 2011). *Effective succession planning: Practical models to guide your thinking about succession planning*. Conducted a webinar for 76 people for The Conference Board of Canada.

- Rothwell, W. (23 November 2011). *The eight generations of the field formerly called training: The prologue is the future –impact on 21st century trainers*. Delivered a 90-minute presentation to faculty and students of the National Taiwan Normal University in Taipei.
- Rothwell, W. (22 November 2011). *What managers should do every day to build talent*. Delivered a 1-hour invited keynote address to the Asian Regional Training and Development Organization (ARTDO) Annual Conference in Taipei, Taiwan.
- Qiao, X., Rothwell, W., & Wang, W. (20 November 2011). *Questions and answers*. Participated in a 1-hour panel discussion at the HR3000 Conference for ChinaHRD in Shenzhen, China.
- Rothwell, W. (20 November 2011). *Trends in learning and development*. Delivered a 1-hour invited keynote presentation at the HR3000 Conference in Shenzhen, China.
- Rothwell, W. (16 November 2011). *Learning and development trends that lead to high performance*. Delivered a 1-hour invited keynote address at the ASTD-Singapore Training and Development Association (STADA) Asia Pacific (ASAP) Conference 2011 in Singapore.
- Rothwell, W. (16 November 2011). *Adult learning basics: What trainers need to know*. Delivered a 1-hour presentation at the ASTD-Singapore Training and Development Association (STADA) Asia Pacific (ASAP) Conference 2011 in Singapore.
- Rothwell, W. (11 November 2011). *What CEOs expect from training*. Delivered a 1-hour webinar to members of the Central Wisconsin Chapter of ASTD.
- Rothwell, W. (7-8 November 2011). *Lean but agile: Work and workforce planning- Finding the right staff to do the right work*. Conducted a 2-day workshop in Johannesburg, South Africa.
- Rothwell, W. (3 November 2011). *Lean but agile workforce planning: Finding the right staff to do the right work*. Conducted a 2-hour executive session for the Wilkes-Barre campus on Penn State.
- Rothwell, W. (13-15 October 2011). *Strategic planning for learning and performance for leaders and HRD & OD professionals*. Conducted a 3-day workshop in Bangkok, Thailand.
- Rothwell, W. (10-12 October 2011). *Application tools for talent management and competency modelling*. Conducted a 3-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (12-13 September 2011). *Effective technical talent management: Recruiting, developing, retaining and positioning the best technical and professional workers*. Conducted a 2-day workshop in Johannesburg, South Africa.
- Rothwell, W. (8-9 September 2011). *Internal branding and employee engagement*. Conducted a 2-day workshop in Singapore.
- Rothwell, W. (5-7 September 2011). *Identifying, assessing and using competencies and learning maps*. Conducted a 3-day workshop for the staff of the Singapore Civil Service Commission in Singapore.
- Rothwell, W. (29 August 2011). *Transferring knowledge: The who, what, when and how*. Conducted a 3-hour briefing session for trainers and engineers at JoyGlobal corporate headquarters in Milwaukee, WI.
- Rothwell, W. (24-25 August 2011). *Competency modeling: The basics and beyond*. Conducted a 2-day workshop for the Singapore Institute of Management in Singapore.

- Rothwell, W. (22-23 August 2011). *Effective succession management*. Conducted a 2-day workshop for the Singapore Institute of Management in Singapore.
- Rothwell, W. (18-19 August 2011). *Employee engagement: From building employee engagement to building a performance culture*. Conducted a 2-day workshop for the Singapore Institute of Management in Singapore.
- Rothwell, W. (16-17 August 2011). *Organizational design: Building an organizational structure leading to high performance*. Conducted a 2-day workshop for the Singapore Institute of Management in Singapore.
- Rothwell, W. (4 August 2011). *Thoughts on technical talent management*. Recorded a 1-hour podcast for the American Productivity and Quality Center for use on their website.
- Rothwell, W. (1 August 2011). *The manager's role in talent development*. Conducted a 1-hour international webinar, via Adobe Connect, with 74 managers for the Singapore Civil Service College.
- Rothwell, W. (22 July 2011). *What solution providers should know about succession planning*. Taped a 7-minute podcast for Vertical Solution Resellers.
- Rothwell, W., & Williams, R. (21 July 2011). *Getting started with technical talent management*. Presented a 1-hour webinar for AQPC.
- Rothwell, W. (12 July 2011). *Executive leadership impact on talent management*. Presented a 1-day workshop in Seattle, WA.
- Rothwell, W. (27-29 June 2011). *Strategic HR transformation and organization development*. Conducted a 3-day program for 40 people in Bangkok, Thailand.
- Rothwell, W. (23-25 June 2011). *Strategic HR transformation and organization development*. Conducted a 3-day program for 40 people in Ho Chi Minh City, Vietnam.
- Rothwell, W. (2011, June 20-22). *Course 2: Application tools for talent management and competency modeling*. Presented a 2.5-day workshop as part of the Certified Talent and Competency Professional program in Kuala Lumpur, Malaysia.
- Rothwell, W. (17 June 2011). *Making change through a positive approach: Moving beyond crisis-based and problem-solving to leveraging strengths*. Presented a ½-day program for the managers and learning staff of the Central Bank of the Philippines.
- Rothwell, W. (14-16 June 2011). *Strategic HR transformation and organization development*. Conducted a 3-day program for 100 people in Manila, Philippines.
- Rothwell, W. (11-12 June 2011). *The basics of organization development and change management*. Conducted a 2-day workshop at Shanghai Jiaotong University in Shanghai, China.
- Rothwell, W. (27 May 2011). *Succession planning 101*. Conducted a 90-minute presentation to the faculty and staff of the public policy program at the University of Nevada Las Vegas in Las Vegas, NV.
- Rothwell, W. (25 May 2011). *Solving the knowledge transfer problem: 12 practical strategies*. Conducted a 75-minute concurrent session at the ASTD International Conference in Orlando, FL.
- Rothwell, W. (27 April 2011). *Getting started with succession planning in your school: Creating the important building blocks for success*. Presented a 1-hour webinar for teachers at the Leadership Forum on Succession Planning at Manhattanville College, New York State.
- Rothwell, W. (15 April 2011). *Conversation with Public Service Directors: Optimizing competencies in human resource management*. Conducted a 2-hour session for senior

- managers in Singapore.
- Rothwell, W. (14 April 2011). *Making the case for competencies*. Presented a 2-hour talk to the ASTD Global Network in Singapore.
- Rothwell, W. (14 April 2011). *Optimizing competencies in human resource management*. Presented a 1-day workshop in Singapore to directors of the Public Service Division. .
- Rothwell, W. (12-13 April 2011). *Excellent organizational outcomes through best people practices*. Presented a 1.5-day workshop in Singapore to managers in the Civil Service College.
- Rothwell, W. (12 April 2011). *Excellent organizational outcomes through best people practices*. Presented a 2 hour workshop in Singapore.
- Rothwell, W. (11 April 2011). *People as a strategic advantage: The manager's role in building talent*. Presented a 3 ½-hour workshop to senior managers in the Civil Service Auditorium in Singapore.
- Rothwell, W. (7-8 April 2011). *Strategies for recruiting, training, developing, and retaining employees*. Conducted a 2-day workshop for Goodwill, Inc. in Washington, DC.
- Rothwell, W. (29 March 2011). *Talent management as an integrated system*. Conducted a 1-day workshop for PLS Consulting for 25 business people in Seattle, WA.
- Rothwell, W. (25 March 2011). *The status of the training and learning industry 2011*. Conducted a 1-hour webinar with the senior managers of Dale Carnegie, Inc.
- Rothwell, W. (2011, 14-16 March). *Strategic HR transformation and organization development*. Conducted a 3-day workshop for more than 100 people in Kuala Lumpur, Malaysia.
- Rothwell, W. (2011, 5-6 March). *Effective succession management: The ABCs of developing a succession management system from scratch*. Conducted a 2-day workshop at Shanghai Jiaotong University in Shanghai, China.
- Rothwell, W. (2011, 25 February). *Succession planning and talent management boot camp*. Conducted a 1-day workshop for business leaders in Dallas, TX.
- Rothwell, W. (2011, 20-21 January). *Sustaining talent management and succession planning in challenging economic times*. Presented a 2-day workshop in Johannesburg, South Africa.
- Rothwell, W. (2011, 14-15 January). *Strategic HRD*. Taught a graduate course at St. John Fisher College in Rochester, NY as visiting faculty.
- Rothwell, W. (2011, January 10-11). *The training industry: State of the profession and future trends*. Conducted a repeat of the 2-day workshop for the staff of Siemens China in Beijing.
- Rothwell, W. (2011, January 6-7). *The training industry: State of the profession and future trends*. Conducted a 2-day workshop for the staff of Siemens China in Beijing.
- Rothwell, W. (2011, January 5). *The training industry: The state of the profession*. Conducted a 2-hour presentation to the training staff of Caterpillar University in Beijing, China.
- Rothwell, W. (2010, December 20 & 21). *Supervisory leadership*. Conducted a 1 and 1/2-day train-the-trainer program in Seoul, Korea.
- Rothwell, W. (2010, December 19). *Change leadership*. Conducted a 1-day train-the-trainer program in Seoul, Korea.
- Rothwell, W. (2010, December 16 & 17). *Effective talent management and succession planning*. Conducted a 2-day workshop in Shanghai.

- Rothwell, W. (2010, November 4-5). *Strategies for recruiting, training, developing, and retaining employees*. Conducted a 2-day workshop for Goodwill Industries in Adelphi, MD.
- Rothwell, W. (2010, October 18-20). *Course 2: Application tools for talent management and competency modeling*. Presented a 2 ½-day workshop as part of the Certified Talent and Competency Professional program in Kuala Lumpur, Malaysia.
- Rothwell, W. (2010, October 16-17). *Introducing organization development and change management*. Conducted a 2-day workshop at Shanghai Jiaotong University in Shanghai.
- Rothwell, W. (2010, October 13). *Leadership online: Succession planning in higher education*. Conducted a 2-hour webinar with 60 people for the University of Texas System Leadership Institute and the University of New Mexico Division of Human Resources.
- Rothwell, W. (2010, October 6). *Talent as a strategic advantage: How senior managers can grow the business by proactively developing their talented people*. Conducted a 1-day workshop for the global senior executives of Getinge, Inc. in Fairfield, NJ.
- Rothwell, W. (2010, October 4-5). *HR's role and responsibility in supporting succession planning and talent management*. Conducted a 2-day workshop for the global HR professionals of Getinge, Inc. in Fairfield, NJ.
- Rothwell, W. (2010, October 2). *International issues and the change leadership of organization development*. Presented a 1-hour session for participants at the Workforce Education and Development Symposium, hosted by the alumni society, in State College, PA.
- Rothwell, W. (2010, September 21). *Succession planning: Keys to success*. Presented a 45-minute virtual webinar to 400 people for Halogen Software.
- Rothwell, W. (2010, September 15). *Succession planning and talent management boot camp*. Delivered an 8-hour workshop for 50 people at the Halogen User Conference in Ottawa, ONT.
- Rothwell, W. (2010, September 13-14). *Talent management and knowledge transfer*. Delivered a 2-day workshop at the Picatinny Arsenal in Dover, NJ.
- Rothwell, W. (2010, September 9). *Establishing systematic retention programs*. Delivered a 90-minute session as part of the *PLS Talent management: A systematic approach to acquiring, developing and retaining talent conference* in Portland, OR.
- Rothwell, W., Lindsay, A., Brandeth, T., & Lindsay, T. (2010, September 8). *Panel discussion*. Participated in a 45-minute panel discussion as part of the *PLS Talent management: A systematic approach to acquiring, developing and retaining talent conference* in Portland, OR.
- Rothwell, W. (2010, September 8). *Best practices for a sustainable talent management program*. Delivered a 3-hour session as part of the *PLS Talent management: A systematic approach to acquiring, developing and retaining talent conference* in Portland, OR.
- Rothwell, W., and Spokus, D. (18 August 2010). *Working longer*. Participated in a 10-minute interview with Dan Mulhern on a WJIM-AM-FM radio show.
- Rothwell, W. (3 August 2010). *What does your succession plan measure?* Conducted a live webcast for 497 people in the USA from Singapore for Taleo, Inc. and the Human Capital Institute.
- Rothwell, W. (2-4 August 2010). *Identifying, assessing and using competencies and learning maps*. Conducted a 3-day workshop for the staff of the Singapore Civil Service Commission in Singapore.

- Rothwell, W. (29-30 July 2010). *Employee engagement: From building employee engagement to building a performance culture*. Conducted a 2-day workshop for 29 business leaders in Jakarta, Indonesia.
- Rothwell, W. (28 July 2010). *Voices of legends*. An interview by ASTD online. See <http://blogs.corpu.com/2010/7/27/an-interview-with-a-legend-dr-william-j-rothwell/#comments> and <http://www.astd.org/content/publications/ASTDPRESS/voices.htm>
- Rothwell, W. (26-27 July 2010). *Internal branding and employee engagement master class: Implement strategies to brand your organization to attract, engage and retain talent!* Conducted a 2-day workshop for 46 business leaders in Singapore.
- Rothwell, W. (23 July 2010). *Competency-based human resource management*. Conducted a 1-day invited keynote workshop for Caterpillar Tractor Company in Singapore.
- Rothwell, W. (20-22 July 2010). *Reaching organizational goals through human performance improvement – KPIs: A realistic and practical approach to improve upon performance and ROI*. Conducted a 3-day workshop for business leaders in Singapore.
- Rothwell, W. (15 July 2010). *Building talent from within*. Conducted a 90-minute teleconference with Powerpoint slides for the CEO Club of Providence, Rhode Island.
- Rothwell, W. (13 July 2010). *Succession planning: Keys to success*. Conducted a 60-minute webinar for Ottawa-based Halogen, Inc. for 100 participants.
- Rothwell, W. (3-4 July 2010). *Effective succession management: The ABCs of developing a succession management system from scratch*. Conducted a 2-day workshop at Shanghai Jiaotong University in Shanghai, China.
- Rothwell, W. (20-22 June 2010). *Introducing talent management*. Conducted a 3-day workshop for senior executives of CRC in Shanghai, China.
- Rothwell, W. (16 & 17 June 2010). *The basics of competency modeling*. Conducted a 2-day workshop for HR professionals in Quito, Ecuador.
- Rothwell, W. (10 & 11 June 2010). *Exploring workforce planning*. Facilitated two invited 90-minute sessions at the Committee Meeting on Institutional Cooperation, Human Resources Annual Spring Meeting, Big Ten Conference Headquarters and Meeting Center, Park Ridge, IL.
- Rothwell, W. (29-30 May 2010). *International human resources management*. Conducted a 2-day workshop at Shanghai Jiaotong University in Shanghai, China.
- Ray, R., Phillips, J., Phillips, P., and Rothwell, W. (25 May 2010). *The voices of legends*. Recorded at <http://www.astd.org/content/publications/ASTDPRESS/voices.htm> and described at <http://blogs.corpu.com/2010/5/21/the-voices-of-legends-interview-podcasts/>
- Ray, R., Phillips, J., Phillips, P. & Rothwell, W. (19 May 2010). *The voices of legends: A conversation with thought leaders in measurement and evaluation*. Participated in a 75-minute panel discussion at the ASTD International Conference and Exposition in Chicago, IL.
- Rothwell, W. (18 May 2010). *Solving the knowledge transfer problem: 12 practical strategies*. Conducted a 75-minute concurrent session at the ASTD International Conference and Exposition in Chicago, IL.
- Rothwell, W. (12 April 2010). *Reflections on China*. A 10-minute presentation delivered to the State College Chapter of Kiwanis International in State College, PA.

- Rothwell, W. (5 April 2010). *The generations of the field once called "training."* Presented a 75-minute presentation at the Cairo International Scout Center in Cairo, Egypt.
- Rothwell, W. (3 April 2010). *Leader as coach.* Presented a 1-day workshop at the Cairo International Scout Center in Cairo, Egypt.
- Rothwell, W. (1 April 2010). *Leader as communicator.* Presented a 1-day workshop at the Cairo International Scout Center in Cairo, Egypt.
- Rothwell, W. (23 March 2010). *The basics of change management.* Conducted a 90-minute presentation to the senior executives of Siam Concrete Company in Bangkok, Thailand.
- Rothwell, W. (22-24 March 2010). *Change management and performance consulting.* Conducted a 3-day workshop in Bangkok, Thailand.
- Rothwell, W. (18-20 March 2010). *Change management and performance consulting.* Conducted a 3-day workshop in Ho Chi Minh City, Vietnam.
- Rothwell, W. (17 March 2010). *Developing the high performance workplace.* Conducted a 1-day workshop for the Central Bank of the Philippines in Manila, Philippines.
- Rothwell, W. (12-15 & 16 March 2010). *Change management and performance consulting.* Conducted a 3-day workshop in Manila, Philippines.
- Rothwell, W. (8-10 March 2010). *Application tools for talent management and competency modelling.* Delivered a 3-day training program in Kuala Lumpur, Malaysia.
- Rothwell, W. (4-6 March 2010). *Change management and performance consulting.* Conducted a 3-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (1-3 March 2010). *Organization development and change management: From the basics to the cutting-edge.* Presented a 3-day workshop for the ASTD Global Network in Singapore.
- Rothwell, W. (26 February 2010). *Simply the best: What every trainer should know about getting to be the best in the L&P field.* Presented 2 versions of the same 90-minute concurrent session at the Inaugural Trainers' Hub LHUB Trainer's Conference for the National Trade Unions Congress in Singapore.
- Rothwell, W. (26 February 2010). *The seven generations of the field formerly called training: The prologue is the future – impact on 21st century trainers.* Presented an invited 90-minute keynote address at the Inaugural Trainers' Hub LHUB Trainer's Conference for the National Trade Unions Congress in Singapore.
- Rothwell, W. (25 February 2010). *ROI myths, fallacies and truths: Transfer strategies for global organizations on the go.* Presented 2 versions of the same 90-minute concurrent session at the Inaugural Trainers' Hub LHUB Trainer's Conference for the National Trade Unions Congress in Singapore.
- Rothwell, W. (5 February 2010). *Preparing for the unexpected departure of key employees: An introduction to replacement planning.* Conducted a 90-minute online webinar for Lorman.
- Rothwell, W. (3 February 2010). *Leading HR transformation.* Uploaded a presentation on YouTube at <http://www.youtube.com/watch?v=kXMFACX6iI8>
- Rothwell, W. (3 February 2010). *Succession planning basics.* Uploaded a presentation on YouTube at <http://www.youtube.com/watch?v=EomjnRXLtiU>
- Rothwell, W. (3 February 2010). *Talent management basics.* Uploaded a presentation on YouTube at <http://www.youtube.com/watch?v=5TBp9pHw-oo>
- Rothwell, W. (3 February 2010). *Employee replacement planning.* Uploaded a presentation on



- YouTube at [http://www.youtube.com/watch?v=aIocx\\_VFDF0&feature=related](http://www.youtube.com/watch?v=aIocx_VFDF0&feature=related)
- Rothwell, W. (3 February 2010). *Career planning and succession management*. Uploaded a presentation on YouTube at <http://www.youtube.com/watch?v=vBfjtySktY&feature=related>
- Rothwell, W. (3 February 2010). *Competency-based HRM*. Uploaded a presentation on YouTube at <http://www.youtube.com/watch?v=-gppCtQ1Mqc>
- Rothwell, W. (2-3 February 2010). *Workshop in talent management and succession planning*. Conducted a 2-day workshop for HR staff at the corporate headquarters of Halogen in Ottawa, Ontario, Canada.
- Rothwell, W. (15 & 16 January, 29-30 January 2010). *Strategic HRD*. Taught a graduate course at St. John Fisher College in Rochester, NY as visiting faculty.
- Rothwell, W. (12 January 2010). *Determining the need for talent management technologies*. Presented a 1-hour online webinar for the Human Capital Institute.
- Rothwell, W. (8-9 January 2010). *Introducing organization development and change management*. Conducted a 2-day workshop at Shanghai Jiao Tong University.
- Rothwell, W., and Taylor, M. (16 December 2009). *The CNIA human resource program*. A one-hour presentation delivered in Abu Dhabi, United Arab Emirates.
- Rothwell, W. (9-11 December 2009). *Talent management for engineers and scientists: Recruiting, developing, retaining and transferring the knowledge of the best technical workers every day*. Conducted a 3-day management development program for the U.S. Army's Armaments University at the Picatinny Arsenal in Dover, NJ.
- Rothwell, W. (19-20 November 2009). *Action planning*. Conducted a one-half-day program as part of the United Arab Emirates Critical National Infrastructure Human Resources Program for Penn State Executive Programs on the University Park campus of Penn State University.
- Rothwell, W. (17 November 2009). *Determining return on investment (ROI) for OD interventions*. Conducted a 1-day workshop for the Triangle OD Network in Raleigh-Durham-Chapel Hill, NC, sponsored by the University of North Carolina Executive Development Program.
- Rothwell, W. (13 November 2009). *Job evaluation*. Conducted a one-half-day program as part of the United Arab Emirates Critical National Infrastructure Human Resources Program for Penn State Executive Programs on the University Park campus of Penn State University.
- Rothwell, W. (12 November 2009). *Reward systems*. Conducted a one-day program as part of the United Arab Emirates Critical National Infrastructure Human Resources Program for Penn State Executive Programs on the University Park campus of Penn State University.
- Rothwell, W. (2-3 November 2009). *Compensation and benefits*. Conducted a two-day program as part of the United Arab Emirates Critical National Infrastructure Human Resources Program for Penn State Executive Programs on the University Park campus of Penn State University.
- Rothwell, W. (30 October 2009). *21<sup>st</sup> century training*. Conducted a half-day program as part of the United Arab Emirates Critical National Infrastructure Human Resources Program for Penn State Executive Programs on the University Park campus of Penn State University.
- Rothwell, W. (28-29 October 2009). *Performance management: From the foundations to cutting-edge thinking*. Conducted a two day program as part of the United Arab Emirates Critical National Infrastructure Human Resources Program for Penn State Executive Programs on the University Park campus of Penn State University.



- Rothwell, W. (26-27 October 2009). *The basics of competency modeling*. Conducted a two day program as part of the United Arab Emirates Critical National Infrastructure Human Resources Program for Penn State Executive Programs on the University Park campus of Penn State University.
- Rothwell, W. (20-22 October 2009). *Employee recruitment and selection*. Conducted a two and a half day program as part of the United Arab Emirates Critical National Infrastructure Human Resources Program for Penn State Executive Programs on the University Park campus of Penn State University.
- Rothwell, W. (19 October 2009). *Building world class talent through human resource management*. Conducted a one-half-day training workshop as part of the United Arab Emirates Critical National Infrastructure Human Resources Program for Penn State Executive Programs on the University Park campus of Penn State University.
- Rothwell, W. (14-16 October 2009). *Talent management for engineers and scientists: Recruiting, developing, retaining and transferring the knowledge of the best technical workers every day*. Conducted a 3-day management development program for the U.S. Army's Armaments University at the Picatinny Arsenal in Dover, NJ.
- Rothwell, W., and Taylor, M. (13 October 2009). *Leading strategic HR transformation*. Conducted a one-day training workshop as part of the United Arab Emirates Critical National Infrastructure Human Resources Program for Penn State Executive Programs on the University Park campus of Penn State University.
- Rothwell, W. (10 October 2009). *Tactical talent management: What managers should do to manage talent everyday*. Conducted a ½-day workshop for students at the University of Nevada Las Vegas.
- Rothwell, W. (7 October 2009). *Juggling: What managers should do to manage talent everyday—even during an economic slowdown*. Conducted a 1-day post conference workshop following the 36<sup>th</sup> annual conference of the Asian Regional Training and Development Organization in Penang, Malaysia to 200 people representing 24 nations.
- Rothwell, W. (5 October 2009). *Developing human capital and talent: The key to growth and prosperity*. Delivered the invited keynote opening address at the 36<sup>th</sup> annual conference of the Asian Regional Training and Development Organization in Penang, Malaysia to 200 people representing 24 nations.
- Rothwell, W. (1 October 2009). *Effective succession planning*. Delivered a 75-minute concurrent session at the Society for Human Resource Management 2009 Annual State Conference in Coralville, Iowa.
- Rothwell, W. (1 October 2009). *Strong people in tough times*. Delivered a 75-minute invited opening keynote address to 500 people at the Society for Human Resource Management 2009 Annual State Conference in Coralville, Iowa.
- Rothwell, W. (1 October 2009). *The manager's daily role in supporting talent management*. Delivered a 90-minute preconference workshop at the Society for Human Resource Management 2009 Annual State Conference in Coralville, Iowa.
- Rothwell, W. (14 September 2009). *Strong people in tough times: The HR professional in a volatile economic environment*. Delivered invited keynote address to 200 people at the Pennsylvania Society of Human Resource Management conference at The Penn Stater in State College, PA.

- Rothwell, W. (9 September 2009). *Effective succession planning: Developing a succession system from scratch*. Delivered a 1-day workshop to participants from the Central Indiana Chapter of the Society for Human Resource Management in Terre Haute.
- Rothwell, W. (8 September 2009). *The generations of the field formerly called training*. Presented a 2-hour lecture to students at Indiana State University in Terre Haute.
- Rothwell, W. (26-27 August 2009). *Competency modeling: The basics and beyond*. Presented a 2-day workshop for the Singapore Institute of Management in Singapore.
- Rothwell, W. (24-25 August 2009). *Effective succession management: The ABCs of developing a succession management system from scratch*. Presented a 2-day workshop for the Singapore Institute of Management in Singapore.
- Rothwell, W. (18-21 August 2009). *Leading strategic HR transformation*. Presented a 3-day workshop for the Singapore Institute of Management in Singapore.
- Rothwell, W. (8-9 August 2009). *International human resource management*. Conducted a 2-day workshop at Shanghai JiaoTong University.
- Rothwell, W. (6 August 2009). *Effective succession management: The ABCs of developing a succession management system from scratch*. Conducted a 1-day workshop for business leaders in Shanghai.
- Rothwell, W. (1-2 August 2009). *Organization development and change management*. Conducted a 2-day workshop at Shanghai JiaoTong University.
- Rothwell, W. (28 July 2009). *The free agent learner*. Spoke by teleconference for 90 minutes to a class in the Masters of Knowledge Management (MKM) distance program offered by the Tseng School at California State University at Northridge.
- Rothwell, W. (21 July 2009). Succession planning—the basics and beyond. Invited keynote presentation for the Virtual ASTD Conference for China. See <http://www.astd.org/membership/international/LearningPerformanceVirtualConference.htm>
- Rothwell, W. (14 & 17 July, 8, 9, 15, 18, 19, 22, 26 June and 21 May 2009). *Designing and developing effective training*. Conducted 90-minute online sessions for the global training staff of JPMorganChase.
- Rothwell, W. (13-14 July). *Strategic human resources transformation*. Conducted a 2-day workshop in Phnom Penh, Cambodia.
- Rothwell, W. (8-10 July 2009). *Application tools for talent management and competency modelling*. Delivered a 3-day training program in Kuala Lumpur, Malaysia.
- Rothwell, W. (6 July 2009). *What leaders should do every day to support talent management: The tactical role*. Presented session at the *Leadership Resilience: Winning in challenging times conference* to 300 people in Kuala Lumpur, Malaysia.
- Rothwell, W. (6 July 2009). Facilitated Bill George video segment to 300 people at the *Leadership Resilience: Winning in challenging times conference* in Kuala Lumpur, Malaysia.
- Rothwell, W. (6 July 2009). Facilitated Jack Nicklaus video segment to 300 people at the *Leadership Resilience: Winning in challenging times conference* in Kuala Lumpur, Malaysia.
- Rothwell, W. (6 July 2009). *What leaders should do every day to support talent management: The strategic role*. Presented session at the *Leadership Resilience: Winning in challenging times conference* to 300 people in Kuala Lumpur, Malaysia.
- Rothwell, W. (6 July 2009). Facilitated Al Weiss video segment at the *Leadership Resilience: Winning in challenging times conference* to 300 people in Kuala Lumpur, Malaysia.

- Rothwell, W. (6 July 2009). Facilitated Tony Blair video segment at the *Leadership Resilience: Winning in challenging times conference* to 300 people in Kuala Lumpur, Malaysia.
- Rothwell, W. (6 July 2009). *What leaders should do every day to support talent management: The tactical role*. Presented session at the *Leadership Resilience: Winning in challenging times conference* to 300 people in Kuala Lumpur, Malaysia.
- Rothwell, W. (3 July 2009). *What leaders should do every day to support talent management: The tactical role*. Presented session at the *Leadership Resilience: Winning in challenging times conference* to 300 people in Ho Chi Minh City, Vietnam.
- Rothwell, W. (3 July 2009). Facilitated Bill George video segment to 300 people at the *Leadership Resilience: Winning in challenging times conference* in Ho Chi Minh City, Vietnam.
- Rothwell, W. (3 July 2009). Facilitated Jack Nicklaus video segment to 300 people at the *Leadership Resilience: Winning in challenging times conference* in Ho Chi Minh City, Vietnam.
- Rothwell, W. (3 July 2009). *What leaders should do every day to support talent management: The strategic role*. Presented session at the *Leadership Resilience: Winning in challenging times conference* to 300 people in Ho Chi Minh City, Vietnam.
- Rothwell, W. (3 July 2009). Facilitated Al Weiss video segment at the *Leadership Resilience: Winning in challenging times conference* to 300 people in Ho Chi Minh City, Vietnam.
- Rothwell, W. (3 July 2009). Facilitated Tony Blair video segment at the *Leadership Resilience: Winning in challenging times conference* to 300 people in Ho Chi Minh City, Vietnam.
- Rothwell, W. (3 July 2009). *What leaders should do every day to support talent management: The tactical role*. Presented session at the *Leadership Resilience: Winning in challenging times conference* to 300 people in Ho Chi Minh City, Vietnam.
- Rothwell, W. (1 July 2009). Facilitated Jack Nicklaus video segment to 300 people at the *Leadership Resilience: Winning in challenging times conference* in Bangkok, Thailand.
- Rothwell, W. (1 July 2009). Facilitated Bill George video segment to 300 people at the *Leadership Resilience: Winning in challenging times conference* in Bangkok, Thailand.
- Rothwell, W. (1 July 2009). *What leaders should do every day to support talent management: The strategic role*. Presented session at the *Leadership Resilience: Winning in challenging times conference* to 300 people in Bangkok, Thailand.
- Rothwell, W. (1 July 2009). Facilitated Al Weiss video segment at the *Leadership Resilience: Winning in challenging times conference* to 300 people in Bangkok, Thailand.
- Rothwell, W. (1 July 2009). Facilitated Tony Blair video segment at the *Leadership Resilience: Winning in challenging times conference* to 300 people in Bangkok, Thailand.
- Rothwell, W., and Goodman, A. (16 & 17 June 2009). *Best practices in succession management: Sustainable talent management practices that drive business results*. Delivered a 2-day workshop for the U.S. Navy in Mechanicsburg, PA.
- Rothwell, W., and Giber, D. (11 & 12 June 2009). *Best practices in succession management: Sustainable talent management practices that drive business results*. Delivered a 2-day workshop in Chicago, IL.
- Rothwell, W. (4 June 2009 & 30 April 2009). *Best practices in succession planning: Strategies for planning for the future during difficult times*. Conducted 2, 2.5 hour online workshop for the Best Practice Institute.

Rothwell, W., and Deshpande, P. (2 June 2009). *Best practices for evaluating learning*. Co-facilitated a 45-minute session at the ASTD International Conference in Washington, DC.

Rothwell, W. (31 May 2009). *Adult learning basics: Secrets that trainers need to know*. Presented a 75-minute session at the ASTD International Conference in Washington, DC.

Rothwell, W. (29 May 2009). *Today's HR: Designs for strategic partnership*. Conducted a one-half-day workshop for managers of Anglo Platinum in Johannesburg, South Africa.

Rothwell, W. (28 May 2009). *Best practices in talent and succession management: Sustainable talent management practices that drive business results*. Conducted a one-day workshop for managers in Johannesburg, South Africa.

Rothwell, W. (27 May 2009). *Today's HR: Designs for strategic partnership*. Conducted a one-day workshop for managers in Johannesburg, South Africa.

Rothwell, W. (14-15 May 2009). *Today's HR: Designs for strategic partnership*. Conducted a 1.5-day post conference workshop at the Linkage Best of OD Summit in Chicago, Illinois.

Rothwell, W. (7-8 May 2009). *Sustaining talent management and succession planning in challenging economic times: The next generation of talent management: attract, develop, retain and most importantly, engage high potentials and other talented people during tough times*. Conducted a 2-day workshop in Jakarta, Indonesia.

Rothwell, W. (6 May 2009). *The senior leader's role in succession management*. Conducted a 1-day workshop for managers at Gunung Sewu Kencana in Jakarta, Indonesia.

Rothwell, W. (4-5 May 2009). *Where have all my HiPros gone? Strategies for attracting, tracking, developing and retaining high-professional talents*. Conducted a 2-day program for senior managers in Singapore.

Rothwell, W. (27-28 April 2009). *Organizational design: Building an organizational structure leading to high performance*. Conducted a 2-day workshop at the University of Alberta in Edmonton.

Rothwell, W. (22 April 2009). *Major trends reshaping the way we need to think about talent management*. Conducted a 1-hour presentation for Senior Executives of Getinge at the Getinge Leadership Conference in Frankfurt, Germany.

Rothwell, W. (6, 13, 16, 20 April, 1, 4, 7, 18 & 19 May 2009). *Introducing training and development*. Conducted 90-minute online sessions for the global training staff of JPMorganChase.

Rothwell, W. (2-3 April 2009). *Succession management system implementation*. Conducted a 2-day workshop at the University of Alberta in Edmonton, Alberta.

Rothwell, W. (23-25 March 2009). *Certificate in talent, competency and succession management*. Presented a three-day workshop for 60 people in Ho Chi Minh City, Vietnam.

Rothwell, W. (19-21 March 2009). *Certificate in talent, competency and succession management*. Presented a three-day workshop for 42 people in Bangkok, Thailand.

Rothwell, W. (12-14 March 2009). *Certificate in talent, competency and succession management*. Presented a three-day workshop for 36 people in Kuala Lumpur, Malaysia.

Rothwell, W. (9-11 March 2009). *Certificate in talent, competency and succession management*. Presented a three-day workshop for 50 people in Manila, Philippines.

Rothwell, W. (4 March 2009). *Basics of succession planning*. Presented a 60-minute webcast for ASTD's virtual conference to be done for China.

- Rothwell, W., and Gao, L. (2009, February 27). *Trends in learning and performance*. Presented a 23-minute video, in English with Chinese translation, to be shown at a conference in China.
- Rothwell, W. (13 & 14 February 2009, 30 & 31 January, and 16 & 17 January 2009). *Strategic HRD*. Taught a graduate course at St. John Fisher College in Rochester, NY as visiting faculty.
- Rothwell, W. (21 January 2009). *How to make the business case for HR transformation in your organization*. Conducted a 1-hour webinar for Linkage, Inc.
- Rothwell, W. (7 January 2009). *Succession planning in difficult times*. Conducted a 1-hour webinar for the Best Practice Institute.
- Rothwell, W. (22 December 2008). *Building effective coaching and mentoring systems*. Presented a 1-day workshop to professionals in Shanghai, China.
- Rothwell, W. (19-21 December 2008). *Training evaluation*. Conducted a 3-day workshop for Motorola University China in Shanghai, China.
- Rothwell, W. (11 December 2008). *How do you really know that a high potential is promotable?* Delivered an invited concurrent address at the Linkage Talent Management Summit in Orlando, FL.
- Rothwell, W. (9 December 2008). *The next wave in talent management: Passing on professional contacts- Social network succession planning*. Delivered an invited keynote address at the Linkage Talent Management Summit in Orlando, FL.
- Rothwell, W. (24-25 November 2008). *Building competencies for a high performance workplace: Using KPIs to achieve human performance improvement*. Delivered a two-day workshop in Jakarta, Indonesia.
- Rothwell, W. (18-19 November 2008). *Introducing organization development and change management*. Delivered a two-day workshop at the University of Alberta in Edmonton, Alberta.
- Rothwell, W. (8-10 November 2008). *Designing and developing effective training*. Delivered a 3-day workshop at Motorola headquarters in Shanghai, China.
- Rothwell, W. (5 November 2008). *Career development and the leadership pipeline*. Presented a Scholarly presentation at the Global HR Forum 2008 Conference in Seoul, Korea. Available at [http://www.youtube.com/watch?v=mp\\_ktgUohYU](http://www.youtube.com/watch?v=mp_ktgUohYU).
- Rothwell, W. (3 November 2008). *The emerging role of university professors and instructors as facilitators*. Presented a ½-day workshop to faculty at Sookmyung Women's University in Seoul, Korea.
- Rothwell, W. (1-2 November 2008). *The basics of organization development—and beyond the basics to cutting-edge issues in change management*. Conducted 2 ½-day workshops at Sookmyung Women's University in Seoul, Korea.
- Rothwell, W. (30-31 October 2008). *Talent management for high professionals: Recruiting, developing, retaining and positioning the best technical and professional workers*. Conducted a 2-day workshop in Hong Kong.
- Rothwell, W. (20-22 October 2008). *Analyzing performance problems and training needs*. Conducted a 3-day workshop for Motorola University China in Shanghai, China.
- Rothwell, W. (18-19 October 2008). *Introducing organization development and change management*. Conducted a 2-day workshop at Shanghai Jiaotong University in Shanghai, China.

- Rothwell, W. (16-17 October 2008). *Organizational design: Building an organizational structure leading to high performance*. Conducted a 2-day workshop in Shanghai, China.
- Rothwell, W. (14 October 2008). *Building successful succession plans*. Presented a 3 1/2-hour session as part of Executive Program 119 for Penn State Executive Programs in State College, PA.
- Rothwell, W. (14 October 2008). *The role of employment branding in talent management*. Conducted a 1-hour webinar for 44 participants through Linkage, Inc.
- Rothwell, W., and Edwards, R. (18-19 September 2008). *Best practices in succession management: Sustainable talent management practices that drive business results*. Delivered a 2-day workshop in Chicago, IL.
- Rothwell, W., Xue, Y., and Sherwani, N. (16 September 2008). *What's new in the WLP field? A "pulse check" of ASTD's competency study Mapping the future*. Presented a 60-minute Webcast for ASTD.
- Rothwell, W. (16 September 2008). *What managers should do every day to attract, retain and develop talent: The manager's daily role in talent management*. Presented a 90-minute videoconference in State College, PA for 4 locations—York campus, Abington campus, State College campus, and Schneider, Inc.
- Rothwell, W. (9 September 2008). *What should top managers do to support succession planning?* Conducted a one-hour presentation for the top managers of the Indiana Regional Medical Center in Indiana, PA.
- Rothwell, W. (27-28 August 2008). *The basics of competency modeling—and beyond*. Presented a 2-day workshop for the Singapore Institute of Management in Singapore.
- Rothwell, W. (25-26 August 2008). *Effective succession management: The ABCs of developing a succession management system from scratch*. Presented a 2-day workshop for the Singapore Institute of Management in Singapore.
- Rothwell, W. (20-22 August 2008). *Leading strategic HR transformation*. Presented a 3-day workshop for the Singapore Institute of Management in Singapore.
- Rothwell, W. (19 August 2008). *Change management*. Delivered a one-half-day seminar in Accelerated Leadership Development Program for the Malaysian Airport Authority in Malaysia.
- Rothwell, W. (18 August 2008). *Talent management*. Delivered a one-half-day seminar in Accelerated Leadership Development Program for the Malaysian Airport Authority in Malaysia.
- Rothwell, W. (18 August 2008). *Succession planning*. Delivered a one-half-day seminar in Accelerated Leadership Development Program for the Malaysian Airport Authority in Malaysia.
- Rothwell, W. (17 August 2008). *Scenario planning*. Delivered a one-half-day seminar in Accelerated Leadership Development Program for the Malaysian Airport Authority in Malaysia.
- Rothwell, W. (17 August 2008). *Strategic thinking*. Delivered a one-half-day seminar in Accelerated Leadership Development Program for the Malaysian Airport Authority in Malaysia.
- Rothwell, W. (13-15 August 2008). *Strategic HR transformation and organization development*. Presented a 3-day workshop to 60 people at the Equatorial Hotel in Ho Chi Minh City, Vietnam.

- Rothwell, W. (6-8 August 2008). *Strategic HR transformation and organization development*. Presented a 3-day workshop to 60 people at the Windsor Suites Hotel in Bangkok, Thailand.
- Rothwell, W. (30 & 31 July and 1 August 2008). *Strategic HR transformation and organization development*. Presented a 3-day workshop to 150 people at the PJ Hilton Hotel in Kuala Lumpur, Malaysia.
- Rothwell, W. (26 July 2008). *Ensuring leadership continuity and building talent from within*. Presented a 1-day workshop for the Personnel Management Association of the Philippines (PMAP) in Cebu, Philippines.
- Rothwell, W. (24, 25 & 28 July 2008). *Strategic HR transformation and organization development*. Presented a 3-day workshop to 150 people at the Dusit Hotel in Manila.
- Rothwell, W. (23 July 2008). *People as a strategic advantage: The manager's daily role in talent management*. Presented a full-day workshop for managers at the Central Bank of the Philippines in Manila.
- Rothwell, W. (21 July 2008). *People as a strategic advantage: The manager's daily role in talent management*. Presented a full-day workshop for managers at the TNT Global HR conference in Hangzhou, China.
- Rothwell, W. (9 July 2008). *Best practices in succession management*. Presented a 1-hour webinar for Linkage, Inc.
- Rothwell, W. (25-26 June 2008). *Course 2: Application tools for talent management and competency modeling*. Presented a 2 ½-day workshop as part of the Certified Talent and Competency Professional program in Kuala Lumpur, Malaysia.
- Rothwell, W. (24 June 2008). *Strategic talent management through the CEO's lens with the International Centre For Leadership in Finance (ICLIF)*. Delivered a 1-day workshop to 70 senior executives at the Kuala Lumpur Hilton Hotel in Kuala Lumpur, Malaysia.
- Rothwell, W. (21-22 June 2008). *Effective succession management: The ABCs of developing a succession management system from scratch*. Presented a 2-day workshop at Shanghai Jiaotong University in Shanghai, China.
- Rothwell, W. (11 June 2008). *Succession planning: Building the leadership pipeline*. Conducted a 90-minute webcast for American Management Association. It can be downloaded at <http://www.amanet.org/editorial/webcast/2008/succession-planning.htm>
- Rothwell, W., Xue, Y., Sherwani, N., and Kasshanna, B. (2008, June 1). *An interim update of ASTD's competency study Mapping the future: What's new in the WLP field?* Presented a 75-minute concurrent session at the ASTD International Conference and Exposition in San Diego, CA.
- Rothwell, W. (26-28 May 2008). *Change management*. Delivered a 3-day workshop as part of the CSPC middle line management programme for CEIBS Executive Education in Huizhou.
- Rothwell, W. (13 May 2008). *Questions and answer session*. In the Advanced Practitioner Track at the Best of OD Forum in Chicago, IL.
- Rothwell, W. (13 May 2008). *Succession planning and talent management*. Conducted a 75-minute concurrent session at the Best of OD Forum in Chicago, IL.
- Rothwell, W. (12 May 2008). *Building a succession planning and talent management program*.



- Conducted a 1-day preconference workshop at the Best of OD Forum in Chicago, IL.
- Rothwell, W. (9 May 2008). *People as a strategic advantage: The manager's daily role in building talent*. Presented a ½-day workshop to 100 managers of Bank Mandiri in the corporate headquarters in Jakarta, Indonesia.
- Rothwell, W. (7-8 May 2008). *Beyond management succession planning to technical succession planning*. Presented a 2-day workshop at Hotel Mulia in Jakarta, Indonesia for business leaders.
- Rothwell, W. (5-6 May 2008). *Beyond management succession planning to technical succession planning*. Presented a 2-day workshop at Hotel Mulia in Jakarta, Indonesia for business leaders.
- Rothwell, W. (1 May 2008). *Knowledge transfer: Capturing and transferring institutional knowledge*. Presented a 4-hour workshop at The Best of Talent Management & Succession Planning Conference, sponsored by PLS consulting, in Scottsdale, AZ.
- Rothwell, W. (30 April 2008). *Building a competency model for talent management*. Presented a 2 hour session at The Best of Talent Management & Succession Planning Conference, sponsored by PLS consulting, in Scottsdale, AZ.
- Rothwell, W., Lindsay, A., Alexander, J., Austin, S., & Brunner, K. (29 April 2008). *Panel discussion*. Presented a 60-minute panel presentation at The Best of Talent Management & Succession Planning Conference, sponsored by PLS consulting, in Scottsdale, AZ.
- Rothwell, W. (29 April 2008). *Best practices in succession planning and talent management*. Presented a 90-minute invited keynote session at The Best of Talent Management & Succession Planning Conference, sponsored by PLS consulting, in Scottsdale, AZ.
- Rothwell, W. (10-11 April 2008). *Career planning and development: The art of retaining your talent*. Conducted 2 full-day workshops for practicing OD managers in Shanghai, China.
- Rothwell, W. (8-9 April 2008). *Change management and organizational capability development*. Conducted 2 full-day workshops for practicing OD managers in Shanghai, China.
- Rothwell, W. (5 April 2008). *Managing change positively: The power of appreciative inquiry*. Presented a ½-day workshop for 65 people at St. John Fisher College in Rochester, NY.
- Rothwell, W. (14-15 March 2008). *Introducing organization development and change management*. Presented a 2-day workshop at Shanghai Jiaotong University in Shanghai, China.
- Rothwell, W. (12 March 2008). *The role of library administrators, managers and others in succession planning, succession management and talent management: Where should you start, and what should be done?* Presented a full-day session for the library managers and Board of Director members at the Cleveland Public Library in Cleveland, OH.
- Rothwell, W. (11 March 2008). *Meeting the current and future challenges for libraries: Replacement planning, succession planning, succession management and talent management*. Presented 2 ½-day sessions for the library managers at the Cleveland Public Library in Cleveland, OH.
- Rothwell, W. (26 February 2008). *Rothwell's informal principles for working with other cultures and in other nations*. Presented a 2-hour lecture at Kennemetal in LaPorte, PA.
- Rothwell, W. (20 February 2008). *What is the manager's daily role in recruiting, developing and retaining high potential talent?* Conducted an opening invited 90-minute keynote address for the HRDergi Conference at the Ceylan International Hotel in Istanbul, Turkey.



- Rothwell, W. (19 February 2008). *Strategic succession planning and talent management*. Conducted a full day workshop for HRDergi at the Ceylan International Hotel in Istanbul, Turkey.
- Rothwell, W. (14 February 2008). *Getting started on succession planning*. Conducted a 1-hour presentation over conference call with SEPTA Human Resources in Philadelphia.
- Rothwell, W. (11 & 12, 25 & 26 January and 8-9 February 2008). *Strategic HRD*. Taught a graduate course at St. John Fisher College in Rochester, NY as visiting faculty.
- Rothwell, W., and Knight, S. (9 January 2008). *An update on the workforce planning project*. Presented a 3 ½-hour talk to the executives of Continental Cooperative Services in Harrisburg, PA.
- Rothwell, W. (11-12 December 2007). *Designing and developing training programs*. Conducted a 1.5-day workshop for Motorola University China staff in Shanghai, China.
- Rothwell, W. (10-11 December 2007). *Analyzing performance problems and training needs*. Conducted a 1.5-day workshop for Motorola University China staff in Shanghai, China.
- Rothwell, W. (8-9 December 2007). *Effective succession management: The ABCs of developing a succession management system from scratch*. Presented a 2-day workshop at Shanghai Jiaotong University in Shanghai, China.
- Rothwell, W. (30 November 2007). *Retaining talent by building an employment brand?* Presented a 2-hour session at the Linkage *Best Practices in Succession management: Sustainable talent management practices that drive results* conference in Rosemont, IL.
- Rothwell, W. (30 November 2007). *What special competencies may be essential to develop HiPos?* Presented a 3-hour session at the Linkage *Best Practices in Succession management: Sustainable talent management practices that drive results* conference in Rosemont, IL.
- Rothwell, W. (29 November 2007). *What's the difference between management succession planning and technical succession planning?* Presented a 3-hour session at the Linkage *Best Practices in Succession management: Sustainable talent management practices that drive results* conference in Rosemont, IL.
- Rothwell, W. (29 November 2007). *What's the difference between succession planning and talent management?* Presented a 3-hour session at the Linkage *Best Practices in Succession management: Sustainable talent management practices that drive results* conference in Rosemont, IL.
- Rothwell, W. (22 November 2007). *Present and future OD competencies: What kind of person do you need to be successful in OD?* Delivered an invited 1-hour keynote address to the OD Network Conference in Manila, Philippines.
- Rothwell, W. (19-21 November 2007). *Course 2: Application tools for talent management and competency modeling*. Presented a 2 ½-day workshop as part of the Certified Talent and Competency Professional program in Manila, Philippines.
- Rothwell, W. (19 November 2007). *Course 1: Essentials of talent and competency management*. Presented a ½-day workshop as part of the Certified Talent and Competency Professional program in Manila, Philippines.
- Rothwell, W. (16 November 2007). *Seizing competitive advantage from competency-based human resource management*. Delivered the 60-minute National Productivity Annual Lecture as an invited speaker to diplomats and others in Penang, Malaysia.

- Rothwell, W. (10, 12-15 November 2007). *The Pennsylvania State University certificate in leading strategic HR transformation*. Conducted a 5-day workshop for 60 people in Kota Kinabula, Malaysia.
- Rothwell, W. (9 November 2007). *What's new in action learning?* Conducted a 90-minute invited opening keynote for the Action Learning Conference (more than 200 people) in Seoul, Korea.
- Rothwell, W. (6-9 November 2007). *The action learning coaches' workshop*. Conducted a 4-day workshop for practitioners at the Chamber of Commerce Building, Seoul, Korea.
- Rothwell, W. (5 November 2007). *What competencies are needed for learning and performance practitioners now and in the future?* Presented an invited opening keynote address to the HRD Conference of the Human Resources Development Service of Korea (300 people).
- Rothwell, W. (3-4 November 2007). *The action learning facilitator's workshop*. Delivered a 2-day workshop to faculty and staff of Sookmyung University in Seoul, Korea.
- Rothwell, W. (1 November 2007). *Applications of action learning in higher education*. Presented a 3-hour talk to faculty at Sookmyung University in Seoul, Korea.
- Rothwell, W. (24 October 2007). *Human performance improvement*. Presented a 2-hour workshop to Humphrey International scholars on the University Park campus of Penn State.
- Rothwell, W. (23 October 2007). *Moving beyond management succession planning to technical succession planning*. Conducted a 60-minute live webinar for the Best Practices Institute.
- Rothwell, W. (16 October 2007). *Organizational development: Introduction to human performance improvement*. Presented a 1-day workshop at the University of Alberta Executive Program, part of the HR Senior Executive certificate program, in Edmonton, Alberta, Canada.
- Rothwell, W. (4 October 2007). *Retaining wisdom: Strategies for integrating succession management with knowledge transfer*. Delivered a presentation to 100 people for the Human Resource Planning Society, Cleveland, OH.
- Rothwell, W. (2 October 2007). *CEO succession*. Delivered a 2-hour presentation to the Board of Directors of AARP in Washington, DC.
- Rothwell, W. (26 September 2007). *Getting started on succession planning and talent management in your higher educational institution*. Presented a 75-minute invited keynote address at the Sixth Annual CUNY Financial Management Conference in Tarrytown, NY.
- Rothwell, W. (26 September 2007). *How feasible is succession planning and talent management in higher education institutions?* Presented a 75-minute invited keynote address at the Sixth Annual CUNY Financial Management Conference in Tarrytown, NY.
- Rothwell, W. (26 September 2007). *How feasible is succession planning and talent management in higher education institutions?* Presented a 75-minute invited keynote address at the Sixth Annual CUNY Financial Management Conference in Tarrytown, NY.
- Rothwell, W. (25 September 2007). *Comparing your organization's succession planning to best practice*. Conducted a 60-minute live webinar for the Best Practices Institute.
- Rothwell, W., & Knight, S. (18 September 2007). *A presentation on workforce planning to the administrative services committee*. Delivered in Bloomsburg, PA to a combined committee of the Board of Directors of PREA and Allegheny Electric.
- Rothwell, W. (15 September 2007). *Performance consulting: What do you need to know?*

- Presented a 1-day workshop for the Ministry of Information, Government of Taiwan, in Taipei.
- Rothwell, W. (14 September 2007). *Building competitive advantage by managing human capital and talent*. Presented an invited keynote of 90 minutes at the China Human Resource Management Conference in Taipei, Taiwan.
- Rothwell, W. (11-12 September 2007). *Facilitating organization development and change management: Art and theory workshop*. Conducted a 2-day workshop for Dell China in Shanghai, China.
- Rothwell, W. (3-4 September 2007). *Building competencies for a high performance workplace: Using KPIs to achieve human performance improvement*. Conducted a 2-day workshop in Karachi, Pakistan.
- Rothwell, W. (29-30 August 2007). *The basics of competency modeling—and beyond*. Conducted a 2-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (29 August 2007). *What does it take to be the best performer in the learning and performance field?* Conducted a 90-minute presentation to members of the ASTD Global Network in Singapore.
- Rothwell, W. (27-28 August 2007). *The Penn State certificate in effective succession management: The ABCs of developing a succession management system from scratch*. Conducted a 2-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (8-10 August 2007). *International human resource management for retail*. Presented a 3-day workshop at Shanghai Jiao Tong University in China.
- Rothwell, W. (1-2 August 2007). *Mastering talent management and succession planning*. Delivered a 2-day workshop for professional managers in Jakarta, Indonesia.
- Rothwell, W. (31 July 2007). *Building competitive advantage by managing human capital and talent*. Delivered a 3-hour presentation to middle managers at Dell China in Shanghai.
- Rothwell, W. (28-29 July 2007). *Introducing organization development and change management*. Presented a 2-day workshop at Shanghai Jiaotong University in Shanghai, China.
- Rothwell, W. (23, 19-20 July 2007). *Achieving KPIs with human performance improvement: Building competence for a high performance workplace*. Presented a 3-day public seminar in Bangkok, Thailand.
- Rothwell, W. (13, 16-17 July 2007). *Achieving KPIs with human performance improvement: Building competence for a high performance workplace*. Presented a 3-day public seminar in Manila, Philippines.
- Rothwell, W. (9-11 July 2007). *Achieving KPIs with human performance improvement: Building competence for a high performance workplace*. Presented a 3-day public seminar in Ho Chi Minh City, Vietnam.
- Rothwell, W. (7-8 July 2007). *Effective succession management: The ABCs of developing a succession management system from scratch*. Presented a 2-day workshop at Shanghai Jiaotong University in Shanghai, China.
- Rothwell, W. (3-5 July 2007). *Strategic talent management*. Delivered a 3-day workshop to 62 executives at the China Europe International Business School in Shanghai, China.
- Rothwell, W. (1 July 2007). *Building effective coaching and mentoring systems*. Delivered a one-day workshop to the staff of Huawei University and Huawei's corporate human resources staff in Shenzhen, China.
- Rothwell, W. (31 June 2007). *Challenges and best practices in performance appraisal and*

- management in a global context*. Delivered a one-day workshop to the staff of Huawei University and Huawei's corporate human resources staff in Shenzhen, China.
- Rothwell, W. (30 June 2007). *The basics and applications of talent management and succession planning*. Delivered a one-day workshop to the staff of Huawei University and Huawei's corporate human resources staff in Shenzhen, China.
- Rothwell, W. (29 June 2007). *Integrating training and development and organization development*. Delivered a one-day workshop to the staff of Huawei University and Huawei's corporate human resources staff in Shenzhen, China.
- Rothwell, W. (26-28 June 2007). *Change management*. Delivered a 3-day workshop as part of the CSPC middle line management programme for CEIBS Executive Education in Huizhou.
- Rothwell, W. (26-27 June 2007). *Effective succession planning and talent retention: The state-of-the-art based on best practice*. Delivered a 2-day workshop to 47 business leaders in Shanghai, China.
- Rothwell, W. (12 June 2007). *The HR professional and organization development*. Conducted a 30-minute conference call for Cornell University, Executive Programs, for New York City from Harrisburg, PA.
- Rothwell, W. (7 June 2007). *A presentation on workforce planning to the executives of CCS*. Presented a 3 ½-hour talk to the executives of Continental Cooperative Services in Harrisburg, PA.
- Naughton, J., Payne, T., Rothwell, W., and Smith, T. (5 June 2007). *Exemplary performance: Your competitive edge*. Co-facilitated a 75-minute session at the ASTD International Conference and Exposition in Atlanta, GA.
- Rothwell, W., & Wang, W. (3 June 2007). *Global focus: Asia-Pacific*. Facilitated a 75-minute session as joint "master of ceremonies" at the ASTD International Conference and Exposition in Atlanta, GA.
- Rothwell, W., & Wang, W. (3 June 2007). *Global focus: Asia*. Facilitated a 75-minute session as joint "master of ceremonies" at the ASTD International Conference and Exposition in Atlanta, GA.
- Rothwell, W. (31 May 2007). *Developing a high performing workplace*. Delivered a one-day program for Tenaga Nasional Berhad in Kuala Lumpur, Malaysia.
- Rothwell, W. (28-30 May 2007). *Achieving KPIs with human performance improvement: Building competence for a high performance workplace*. Presented a 3-day in-house workshop for Telecom employees in Kuala Lumpur, Malaysia.
- Rothwell, W. (25 May 2007). *Building a high performance workforce*. Conducted a one-half-day workshop for Directors of Bank Negara Malaysia in Kuala Lumpur.
- Rothwell, W. (24 May 2007). *Human performance improvement: A systematic approach to enhancing workplace performance*. Conducted a full-day workshop for the Deputy Directors of Bank Negara Malaysia in Kuala Lumpur.
- Rothwell, W. (21-23 May 2007). *Achieving KPIs with Human Performance Improvement: Building Competence for a High Performance Workplace*. Presented a 3-day workshop for the Civil Service in Kota Kinabalu, East Malaysia.
- Rothwell, W. (14-15 May 2007). *Succession management system implementation*. Presented a 2-day executive development workshop for 35 senior executives at the University of Alberta, Edmonton, Alberta Canada.

- Rothwell, W. (7-9 May 2007). *Building a world class program*. Conducted a 3-day workshop from 8:30 a.m. to 1:30 p.m. each day in Riyadh, Saudi Arabia.
- Rothwell, W. (5-6 May 2007). *Leading in academic settings*. Conducted a 2-day workshop from 4:30 p.m. to 9:30 p.m. each day in Riyadh, Saudi Arabia.
- Rothwell, W. (5-6 May 2007). *Developing effective talent management*. Conducted a 2-day workshop from 9 a.m. to 2 p.m. in Riyadh, Saudi Arabia.
- Rothwell, W. (30 April-2 May 2007). *Building a world class program*. Conducted a 3-day workshop from 4:30 p.m. to 9:30 p.m. each day to faculty and administrators of Imam University in Riyadh, Saudi Arabia as part of a Saudi-government-sponsored staff development program for university faculty.
- Rothwell, W. (27 April 2007). *Measuring the impact of training*. Presented a 3-hour invited workshop for the WEDnetPA Professional Development Conference at the Historic Hotel Bethlehem, in Bethlehem, PA.
- Rothwell, W. (26 April 2007). *The library and succession planning: Are you and your library ready for the pending tidal wave of retirements?* Presented a full-day invited workshop to librarians in the Kent University Library near Akron, OH.
- Rothwell, W. (24 April 2007). *Keynote presentation: Evaluating and measuring the effectiveness of your succession plan*. Delivered the opening address for the IQPC 20th Annual Succession planning & talent management conference in Chicago, IL. [Invited keynote.]
- Rothwell, W. (20 April 2007). *Workforce planning and knowledge transfer*. Provided a three hour discussion at the Best of Talent Management and Succession Planning Conference in Phoenix, AZ.
- Rothwell, W., Lindsay, A., & Brunner, K. (19 April 2007). *Panel discussion*. Participated in a one hour panel discussion at the Best of Talent Management and Succession Planning Conference in Phoenix, AZ.
- Rothwell, W. (19 April 2007). *New developments in succession*. Provided a three hour discussion at the Best of Talent Management and Succession Planning Conference in Phoenix, AZ.
- Rothwell, W. (19 April 2007). *Building a competency model for talent management*. Provided a three hour discussion at the Best of Talent Management and Succession Planning Conference in Phoenix, AZ.
- Rothwell, W., Lindsay, A., & Brunner, K. (18 April 2007). *Panel discussion*. Participated in a one hour panel discussion at the Best of Talent Management and Succession Planning Conference in Phoenix, AZ.
- Rothwell, W. (18 April 2007). *Best practices in succession planning and talent management*. Provided a three hour invited keynote presentation at the *Best of Talent Management and Succession Planning Conference* in Phoenix, AZ. [Invited keynote.]
- Rothwell, W. (12 April 2007). *How can your library deal with the challenges of future staffing needs? Building successful people development programs in your library*. Presented a full-day workshop to county and municipal librarians in Frankfort, KY.
- Rothwell, W. (11 April 2007). *How can your library deal with the challenges of future staffing needs? Building successful people development programs in your library*. Presented a full-day workshop to State librarians in Frankfort, KY.

- Rothwell, W. (4 April 2007). *Effective succession planning: Creating organizational excellence by identifying and developing your best people*. Presented a full-day workshop in Ridgeway, PA.
- Rothwell, W. (28 March 2007). *How much is succession planning and talent management possible in academic institutions?* Delivered a 3-hour presentation to 100 people at Yale University, New Haven, CT.
- Rothwell, W. (21 March 2007). *Redefining the profession: Building a human resource development and workplace learning and performance competency model*. Delivered an invited keynote address for 700 at the ASEAN conference under the sponsorship of the Office of the Civil Service Commission, Thailand, in Nonthaburi, Thailand. [Invited keynote.]
- Rothwell, W. (20 March 2007). *Revolutionizing human resource management: Competency-based human resource management*. Presented an evening dinner presentation to the Secretary of the Civil Service of Thailand and other senior managers in Bangkok.
- Rothwell, W. (19-20 March 2007). *Reinventing human resource management: Competency-based human resource management*. Presented a 2-day workshop in Pataya, Thailand.
- Rothwell, W. (15-17 March 2007). *Achieving KPIs with Human Performance Improvement: Building Competence for a High Performance Workplace*. Presented a 3-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (12 March 2007). *More applications of human performance improvement*. Facilitated a one-day workshop for Bank Negara in Kuala Lumpur, Malaysia.
- Rothwell, W. (7-8 March 2007). *What should be your role in managing and developing talent?* Presented a 2-day workshop for deputy directors and operating managers for Bank Negara in Kuala Lumpur, Malaysia.
- Rothwell, W. (3 February 2007). *Employee performance evaluation*. Prepared a 26-minute videotape for presentation in Manila, Philippines to the Philippine judiciary.
- Rothwell, W. (16 January 2007). *Evaluating workforce development programs*. Facilitated a half-day session at the offices of WEDNETPA in Harrisburg, PA.
- Rothwell, W. (12 & 13 January, 26 & 27 January and 9 & 10 February 2007). *Strategic HRD*. Taught a graduate course at St. John Fisher College in Rochester, NY as visiting faculty.
- Rothwell, W. (23-25 December 2006). *Working toward program accreditation*. Delivered a 3-day workshop to faculty and administrators of Imam University in Riyadh, Saudi Arabia as part of a Saudi-government-sponsored staff development program for university faculty.
- Rothwell, W. (19-20 December 2006). *Academic leadership*. Delivered a 2-day workshop to faculty and administrators of Imam University in Riyadh, Saudi Arabia as part of a Saudi-government-sponsored staff development program for university faculty.
- Rothwell, W. (16-18 December 2006). *Building a world class program*. Delivered a 3-day workshop to faculty and administrators of Imam University in Riyadh, Saudi Arabia as part of a Saudi-government-sponsored staff development program for university faculty.
- Rothwell, W. (11 December 2006). *Phase II: Implementing human performance improvement*. Delivered a 90-minute workshop by teleconference for Bank Negara in Kuala Lumpur, Malaysia from State College, PA.
- Rothwell, W. (8 December 2006). *Retaining talent by building an employment brand?*

- Presented a 2-hour session at the Linkage *Best Practices in Succession management: Sustainable talent management practices that drive results* conference in Chicago, IL.
- Rothwell, W. (8 December 2006). *What special competencies may be essential to develop HiPos?* Presented a 3-hour session at the Linkage *Best Practices in Succession management: Sustainable talent management practices that drive results* conference in Chicago, IL.
- Rothwell, W. (7 December 2006). *What's the difference between management succession planning and technical succession planning?* Presented a 3-hour session at the Linkage *Best Practices in Succession management: Sustainable talent management practices that drive results* conference in Chicago, IL.
- Rothwell, W. (7 December 2006). *What's the difference between succession planning and talent management?* Presented a 3-hour session at the Linkage *Best Practices in Succession management: Sustainable talent management practices that drive results* conference in Chicago, IL.
- Rothwell, W. (1 December 2006). *Identifying internal audit competencies for use in establishing a unified learning map for the institute of internal auditors.* Facilitated a one-half-day session at the Institute of Internal Auditors' conference in Orlando, FL.
- Rothwell, W. (15 November 2006). *Strategic talent management - Sharing of best practices & pitfalls to avoid in talent management initiatives.* Presented an invited 1-hour keynote address at the jobstreet HR conference in Johor Bahru, Malaysia.
- Rothwell, W. (14 November 2006). *Strategic talent management: The role of the CEO and senior managers.* Presented a 1-day workshop to 200 people for the ICLIF Alumni Association Seminar Series in Kuala Lumpur, Malaysia.
- Rothwell, W. (13 November 2006). *Phase II: Implementing human performance improvement.* Delivered a 1-day workshop for Bank Negara in Kuala Lumpur, Malaysia.
- Rothwell, W. (9 & 10 November 2006). *Integrating succession planning and career development.* Delivered a 2-day workshop in Seoul, Korea.
- Rothwell, W. (8 November 2006). *Meeting the succession planning challenge.* Presented a 2-hour invited keynote session in the PSI Conference in Seoul, Korea.
- Rothwell, W. (7 November 2006). *Mapping your future: Putting new competencies to work for you.* Presented a 1-day workshop to graduate students at Sookmyung Women's University in Seoul, Korea.
- Rothwell, W. (5 November 2006). *The six generations of the field once called training: Are you competent in developing talent in your organization?* Presented a 2-hour session to the Korean Research Institute for Vocational Education and Training in Seoul, Korea.
- Rothwell, W., Lindsay, A., Austin, S., & Brunner, K. (25 October 2006). *Panel discussion.* Presented a 60-minute panel presentation at The Best of Talent Management & Succession Planning Conference, sponsored by PLS consulting, in Denver CO.
- Rothwell, W. (25 October 2006). *Building a competency model for talent management.* Presented a 2 hour session at The Best of Talent Management & Succession Planning Conference, sponsored by PLS consulting, in Denver CO.
- Rothwell, W., Lindsay, A., Alexander, J., Austin, S., & Brunner, K. (24 October 2006). *Panel discussion.* Presented a 60-minute panel presentation at The Best of Talent Management

- & Succession Planning Conference, sponsored by PLS consulting, in Denver CO.
- Rothwell, W. (24 October 2006). *Managing technical succession planning*. Presented a 90-minute session at The Best of Talent Management & Succession Planning Conference, sponsored by PLS consulting, in Denver CO.
- Rothwell, W. (24 October 2006). *Best practices in succession planning and talent management*. Presented a 90-minute invited keynote session at The Best of Talent Management & Succession Planning Conference, sponsored by PLS consulting, in Denver CO.
- Rothwell, W., Silver, S., & Barrow, K. (18-20 October 2006). *Facilitating organization development: Providing background and tools to enhance performance*. Presented a 3-day workshop, sponsored jointly by St. John Fisher College and the Genesee Chapter of ASTD, in Rochester, NY.
- Rothwell, W. (16 October 2006). *Building successful succession plans*. Presented a 3 1/2-hour session as part of Executive Program 119 for Penn State Executive Programs in State College, PA.
- Rothwell, W. (10 October 2006). *Building successful succession plans*. Presented a 3-hour invited keynote session to professional librarians at the 6<sup>th</sup> Annual Connecticut Library Leadership Conference in Westbrook, CT.
- Rothwell, W. (13 September 2006). *Build your T & D [Training and Development] competencies!* Presented a 3-hour workshop to 40 participants at the Sharing@Learnshare Conference in Atlanta, GA.
- Rothwell, W. (5-6 September 2006). *Organization development and change management*. Presented a 2-day workshop for the Civil Service of the Republic of China in Taipei, Taiwan.
- Rothwell, W. (4 September 2006). *The workplace learner*. Presented a 1-day workshop to 170 people for the Civil Service of the Republic of China in Taipei, Taiwan.
- Rothwell, W. (1 September 2006). *How can your organization improve its recruitment and selection practices?* Presented a 2 1/2-hour workshop to members of the HR department of Phoenix Precision Technology Corporation in Taipei, Taiwan.
- Rothwell, W. (1 September 2006). *How can your organization improve its talent management practices?* Presented a 2 1/2-hour workshop to members of the HR department of Taishin Bank in Taipei, Taiwan.
- Rothwell, W. (30-31 August 2006). *Talent management*. Presented a 2-day workshop for the Institute for the Information Ministry of the Republic of China in Taipei, Taiwan.
- Rothwell, W. (28-29 August 2006). *Organization development and change management*. Presented a 2-day workshop for the Institute for the Information Ministry of the Republic of China in Taipei, Taiwan.
- Rothwell, W. (25 August 2006). *What should you know about succession management?* Presented an invited evening address to 300 people for the Citizens' Consultative Committee of Singapore in Singapore.
- Rothwell, W. (25 August 2006). *Course 5: Making change happen, evaluating results, and consolidating your knowledge*. Presented a 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (25 August 2006). *Course 4: Gathering perceptions, feeding them back, and planning for action in a change effort*. Presented a 1-day workshop at the Singapore Institute of Management in Singapore.



- Rothwell, W. (24 August 2006). *Course 3: Marketing and getting into group settings: Entering and starting up change efforts*. Presented a 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (23 August 2006). *Course 2: Building the facilitation and process consultation skills of an organization development and change management leader*. Presented a 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (22 August 2006). *Course 1: An overview of organization development and change management*. Presented a 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (21 August 2006). *Overview: The Certificate in Organization Development and Change Management*. Conducted a 30-minute presentation at the Singapore Institute of Management in Singapore.
- Rothwell, W. (17 August 2006). *The state of the practice in human performance improvement: Concepts, frameworks, tools*. Delivered a 90-minute evening presentation as part of the ASTD Global Network meeting in Singapore.
- Rothwell, W. (17-18 August 2006). *Competency modeling: The basics and beyond*. Presented a 2-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (15-16 August 2006). *Effective succession planning: The ABCs of developing A succession management program from scratch*. Presented a 2-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (11-12 August 2006). *Leadership and change management*. Presented a 2-day workshop at the China Europe International Business School to senior executives of Grace Semiconductor in Shanghai.
- Rothwell, W. (10 August 2006). *What should be the role of senior executives in developing and managing talent?* Presented a 1/2-day workshop to senior executives of Bank Negara (Central Bank of Malaysia) at the Bank's Headquarters in Kuala Lumpur, Malaysia.
- Rothwell, W. (7-9 August 2006). *What should be the role of first-level managers in developing and managing talent?* Presented a 3-day workshop to first-level managers of Bank Negara (Central Bank of Malaysia) in the Legends Hotel, Kuala Lumpur, Malaysia.
- Rothwell, W. (4 August 2006). *What should be the role of middle-level managers in developing and managing talent?* Presented a 1-day workshop to middle managers of Bank Negara (Central Bank of Malaysia) in the Legends Hotel, Kuala Lumpur, Malaysia.
- Rothwell, W. (3 August 2006). *Translating learning to workplace action*. Presented a one-day public seminar to training directors and others for the Institute of Business and Banking Management (IBBM) in Kuala Lumpur, Malaysia.
- Rothwell, W. (28-30 July 2006). *Transforming human resource management: Aligning HR with business strategy human resource management core module*. Presented a 3-day Doctor of Business Administration course for Motorola University China at the Chimelong resort in Guangzhou, China.
- Rothwell, W. (23-25 July 2006). *Leadership and change management*. Presented a 3-day workshop at the China Europe International Business School in Shanghai for GM Shanghai.
- Rothwell, W. (19-20 July 2006). *Strategic talent management, competency and values modeling*. Delivered a 2-day public workshop in Ho Chi Minh City, Vietnam to 75 participants.

- Rothwell, W. (12-13 July 2006). *Strategic talent management, competency and values modeling*. Delivered a 2-day public workshop in Manila, Philippines to 60 participants.
- Rothwell, W. (10-11 July 2006). *Strategic talent management and competency development*. Delivered a 2-day program at The Empire Hotel in Bandar Seri Begawan, Brunei for senior managers of telecommunications company DST group.
- Rothwell, W. (8 July 2006). *Creating leaders from within: How to cultivate in-house leadership talent*. Presented a 1-day program for senior executives at Huawei University in Shenzhen, China.
- Rothwell, W. (7 July 2006). *The basics of competency modeling*. Presented a 1-day program for senior executives at Huawei University in Shenzhen, China.
- Rothwell, W. (6 July 2006). *Foundations of instructional design*. Presented a 1-day program for senior executives at Huawei University in Shenzhen, China.
- Rothwell, W. (5 July 2006). *Analyzing business problems and training needs*. Presented a 1-day program for senior executives at Huawei University in Shenzhen, China.
- Rothwell, W. (25 June 2006). *Part II: Where to start and what to do: The technical session*. Presented an invited 120-minute concurrent session to the American Library Association's conference in New Orleans.
- Rothwell, W. (25 June 2006). *Part I: Retirement exodus: Are you and your library ready?* Presented an invited 120-minute keynote address to the American Library Association's conference in New Orleans.
- Rothwell, W. (22 June 2006). *Effective succession planning: Creating organizational excellence by identifying and developing your best people*. Presented a full-day workshop for Penn State Dubois at the University of Pittsburgh campus in Bradford, PA.
- Rothwell, W. (12-13 June 2006). *Succession management system implementation*. Presented a 2-day executive development workshop for 35 senior executives at the University of Alberta, Edmonton, Alberta Canada.
- Rothwell, W. (12 June 2006). *The HR professional and organization development*. Conducted a 30-minute conference call for Cornell University, Executive Programs, for New York City during the lunch hour while conducting the 12-13 June session in Canada.
- Rothwell, W. (22-24 May 2006). *Train the trainer program: Career development for training professionals*. Conducted a 3-day workshop for trainers of Citigroup in Dallas, TX.
- Rothwell, W. (17 May 2006). *Focus group on managing high potentials*. Conducted a 90-minute focus group discussion at the Linkage OD Forum in Chicago, IL.
- Rothwell, W. (17 May 2006). *Technical succession planning: The OD approach to capturing organizational knowledge*. Presented a 90-minute session at the Linkage OD Forum in Chicago, IL.
- Rothwell, W. (15 May 2006). *Beyond management to technical succession planning: Ensuring continuity throughout*. Conducted a full-day workshop on the campus of Penn State College of Technology in Williamsport, PA.
- Rothwell, W. (11 May 2006). *Meeting the succession and leadership development challenge*. Presented a one-hour invited keynote address to the Annual Conference of the Association of University Centers on Disabilities in Washington, DC.
- Rothwell, W. (9 May 2006). *The importance of innovation as a competency in learning and performance*. Presented a one-hour talk at the ASTD Asian Forum at the ASTD International Conference and Exposition in Dallas, TX.

- Rothwell, W., and Gimleng, S. (9 May 2006). *Introducing the forum*. ASTD Asian Forum at the ASTD International Conference and Exposition in Dallas, TX.
- Rothwell, W., and Gimleng, S. (8 May 2006). *Introducing the forum*. ASTD Asian Forum at the ASTD International Conference and Exposition in Dallas, TX.
- Rothwell, W. (3-5 May 2006). *Application tools for talent management and competency management*. Presented a 3-day workshop as part of the Certified Competency and Talent Management professional program, conducted for Asian Regional Training and Development Organization and the Institute for Training and Development, in Kuala Lumpur, Malaysia.
- Rothwell, W. (2 May 2006). *Human performance improvement: Its implications for operating departments*. Presented a 1-day workshop for the training and development staff of Bank Negara, the Central Bank of Malaysia, in Kuala Lumpur.
- Rothwell, W. (28-29 April 2006). *Building and using a human capital strategy: Competency-based HR management*. Presented a 2-day workshop for the HR staff of Bank Negara, the Central Bank of Malaysia, in Kuala Lumpur.
- Rothwell, W. (26-27 April 2006). *Strategic talent management, competency and values modeling*. Presented a 2-day workshop for the Institute for Training and Development, in Penang, Malaysia.
- Rothwell, W. (19 April 2006). *The HR professional and organization development*. Conducted a 30-minute conference call for Cornell University, Executive Programs, for Tampa, FL.
- Rothwell, W. (18 April 2006). *The six generations of the field once called training: Are you competent in developing talent in your organization?* Conducted a 2-hour workshop, both live and presented on Centra E-meeting for other campuses, in State College, PA for the Trainer's Network of Penn State.
- Rothwell, W. (4-7 April 2006). *Evaluating training*. Presented a workshop for trainers of Citigroup in Dallas, TX.
- Rothwell, W. (3 April and 30 & 31 March 2006). *Implementing training: Delivering and facilitating training*. Presented a workshop for trainers of Citigroup in Dallas, TX.
- Rothwell, W. (27-29 March 2006). *Designing and developing training*. Presented a workshop for trainers of Citigroup in Dallas, TX.
- Rothwell, W. (22 March 2006). *Next steps: What should you do tomorrow?* (invited closing keynote address). Presented for the Civil Service System, State government of New York in Albany, NY.
- Rothwell, W. (22 March 2006). *Putting the pieces together: Preparing for the challenges of a changing workforce* (invited opening keynote address). Presented for the Civil Service System, State government of New York in Albany, NY.
- Rothwell, W. (20 March 2006). *Building your competence in the six generations of the field once called training: Are you ready?* Presented to students and faculty for the Workforce Development Forum in State College, PA.
- Rothwell, W., Lindsay, A., & Lyon, C. (2 March 2006). *Power panel*. Participated in a 1-hour panel discussion at the Succession Planning and Talent Management Conference in San Diego, CA.
- Rothwell, W. (2 March 2006). *Building a competency model for talent management*. Presented a 1.5-hour presentation at the panel discussion at the Succession Planning and Talent

- Management Conference in San Diego, CA.
- Rothwell, W. (2 March 2006). *Cracker barrel discussion*. Participated in a 1-hour discussion at the Succession Planning and Talent Management Conference in San Diego, CA.
- Rothwell, W., Lindsay, A., & Lyon, C. (1 March 2006). *Power panel*. Participated in a 1-hour panel discussion at the Succession Planning and Talent Management Conference in San Diego, CA.
- Rothwell, W. (1 March 2006). *Best practices in succession planning and talent management*. Presented a 2.5-hour session at the Succession Planning and Talent Management Conference in San Diego, CA.
- Rothwell, W. (27 February 2006). *The HR professional and organization development*. Presented a 30-minute call-in presentation to an executive workshop conducted by Cornell University in New York City.
- Rothwell, W. (25-26 February). *Beyond management succession planning to technical succession planning*. Conducted a 2-day continuing education workshop for business people at the University of Nevada, Las Vegas.
- Rothwell, W. (24 February). *Getting into consulting*. Presented a 2-hour workshop for graduate students in training and development at the University of Nevada, Las Vegas.
- Rothwell, W., Rehbine, N., DeCosmo, R., & Dammann, P. (17-18 February 2006). *Facilitating organization development: Art and theory workshop*. Presented a 2-day workshop for 25 business people in Fort Lauderdale, FL.
- Rothwell, W. (1-3 February 2006). *Analyzing performance problems and training needs*. Conducted a 2.5-day workshop for Citibank in Dallas, TX as part of the 15-day *Career Development for Training Professionals Workshop*.
- Rothwell, W. (30 & 31 January and 1 February, 2006). *Introduction to training and development*. Conducted a 2.5-day workshop for Citibank in Dallas, TX as part of the 15-day *Career Development for Training Professionals Workshop*.
- Rothwell, W. (13 & 14 January, 27 & 28 January and 10 & 11 February 2006). *Strategic HRD*. Taught a graduate course at St. John Fisher College in Rochester, NY as visiting faculty.
- Rothwell, W. (21-22 December 2005). *Competency modeling: The basics and beyond*. Conducted a 2-day workshop for Sri Lanka Telecom in Colombo, Sri Lanka.
- Rothwell, W. (19 December 2005). *The six generations of the field once called training: Are you competent in developing talent in your organization?* Conducted a 2-hour evening presentation for 100 people for the Mumbai HRD Network.
- Rothwell, W., & Rao, T. (19 December 2005). *How to become a strategic HR leader*. Conducted a 1-day workshop in Mumbai, India for National HRD Network, Mumbai.
- Rothwell, W., Yan, L., & Wang, W. (17 December 2005). *HR leadership: The role of HR in developing leadership in China*. Made a 1 hour invited presentation to the HR Forum in Shanghai, China, sponsored by CEIBS.
- Rothwell, W. (16 December 2005). *Applying ASTD's competency model: Building competencies for the learning and performance staff*. Presented at the launch of the ASTD Global Network in China to 200 people for 1 hour in Shanghai.
- Rothwell, W. (15 December 2005). *What is organization development?* Conducted a 1-day workshop to the staff of Motorola University China in Beijing, China.
- Rothwell, W. (13-14 December 2005). *Becoming a performance consultant*. Conducted a 2-day workshop to the staff of Motorola University China in Beijing, China.

- Rothwell, W. (12 December 2005). *What are the six generations of the field once called training?* Conducted a 2-hour presentation to senior managers at Motorola University China in Beijing, China.
- Rothwell, W. (9-11 December 2005). *World-class human resource management*. A 3-day workshop conducted at the China Europe International Business School in Shanghai for 30 executives of Sony China.
- Rothwell, W. (7-8 December 2005). *Strategic talent management, competency and values modeling*. Delivered a 2-day workshop in Bangkok, Thailand to 60 participants.
- Rothwell, W. (5-6 December 2005). *Strategic talent management, competency and values modeling*. Delivered a 2-day workshop in Kuala Lumpur, Malaysia to 60 participants.
- Rothwell, W. (1 December 2005). *Workforce development and succession management: Building human capital to sustain economic and community development*. A 1-hour presentation made to community leaders in Warren, PA.
- Rothwell, W. (12-16 November 2005). *Human performance improvement: Beyond training—Transforming training to unleash the full power of human performance*. Presented a five-day workshop in Dubai, United Arab Emirates.
- Rothwell, W. (4 November 2005). *Effective succession planning*. Presented a one-day workshop at the Penn State University Capital Campus in Harrisburg, PA for 15 people.
- Rothwell, W. (2 and 3 November 2005). *A certificate in organization development for FEDEX Ground*. Presented a 2-day workshop in Pittsburgh, PA.
- Rothwell, W., & Qiao, X. (28-29 October 2005). *International Human Resource Management and HRM practice in China*. Presented a 2-day in-house workshop for 60 senior managers of Bao Steel in Shanghai, China.
- Rothwell, W. (21 October 2005). *Building successful succession plans*. Conducted a 3.5-hour presentation to participants in Executive Management Program for the Smeal College of Business, Penn State University, in State College, PA.
- Rothwell, W. (14 October 2005). *Making your teaching more interactive*. Presented a 75-minute presentation at a faculty in-service session at South Hills Business School in State College, PA.
- Rothwell, W. (11 and 12 October 2005). *A certificate in organization development for FEDEX Ground*. Presented a 2-day workshop in Pittsburgh, PA.
- Rothwell, W. (30 September 2005). *Succession planning*. Presented a one-day workshop on the Dubois, PA campus of The Pennsylvania State University.
- Rothwell, W. (22 September 2005). *Power up people: Improve on-the-job training in retail*. Conducted a 2.5-hour invited breakout workshop session at the 15th Annual Singapore Retail Industry Conference “Retail Directions; Charting the Future of Retail” in Singapore at the request of the Workforce Development Administration, the government Workforce Development ministry of the Singapore government.
- Wise, B., Rothwell, W., and Capel, N. (22 September 2005). *Interactive session: Panel*. Participated in a 40-minute interactive panel discussion at the 15th Annual Singapore Retail Industry Conference “Retail Directions; Charting the Future of Retail” in Singapore at the request of the Workforce Development Administration, the government Workforce Development ministry of the Singapore government.
- Rothwell, W. (22 September 2005). *Retail human resource: Building an employment brand: Attracting, keeping & motivating the best workers for retail*. Presented a 45-minute

- invited keynote address to 2,000 people at the 15th Annual Singapore Retail Industry Conference “Retail Directions; Charting the Future of Retail” in Singapore at the request of the Workforce Development Administration, the government Workforce Development ministry of the Singapore government.
- Rothwell, W. (19-20 September 2005). *Effective succession planning: Creating organizational excellence by identifying and developing your best people*. Presented a two-day workshop to executives at the Berjaya Times Square Hotel, Kuala Lumpur, Malaysia.
- Rothwell, W. (16 September 2005). *The HR professional and organization development*. Presented a 30-minute call-in presentation to an executive workshop conducted by Cornell University in New York City.
- Rothwell, W. (8-9 September 2005). *Success strategies in talent development and retention*. Presented a one-and-one-half day workshop in the Manila Peninsula Hotel, Manila, Philippines.
- Rothwell, W. (8 September 2005). *The UNICEF case: Career development*. Presented a one-hour presentation at *The success strategies in talent development and retention workshop* in the Manila Peninsula Hotel, Manila, Philippines.
- Rothwell, W. (7 September 2005). *Unified global HRD: Breaking boundaries*. Presented a one-hour invited, opening keynote address to the Asian Regional Training and Development Organization (ARTDO) conference in the Manila Hotel, Manila, Philippines.
- Rothwell, W. (6 September 2005). *The workplace learner: Making your workers more self-directed in their self-directed learning*. Presented a one-day preconference workshop for the Asian Regional Training and Development Organization (ARTDO) in the Manila Hotel in Manila, Philippines.
- Rothwell, W. (31 August-1 September 2005). *Competency modeling: The basics and beyond*. Presented a 2-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (30 August 2005). *Integrating a career planning and succession management program*. Presented a 30-minute presentation at the founding meeting of the ASTD Regional Network in Singapore.
- Rothwell, W. (29-30 August 2005). *Effective succession planning: The ABCs of developing A succession management program from scratch*. Presented a 2-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (26 August 2005). *Course 5: Making change happen, evaluating results, and consolidating your knowledge*. Presented a 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (25 August 2005). *Course 4: Gathering perceptions, feeding them back, and planning for action in a change effort*. Presented a 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (24 August 2005). *Course 3: Marketing and getting into group settings: Entering and starting up change efforts*. Presented a 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (23 August 2005). *Course 2: Building the facilitation and process consultation skills of an organization development and change management leader*. Presented a 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (22 August 2005). *Course 1: An overview of organization development and*

- change management*. Presented a 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (22 August 2005). *Overview: The Certificate in Organization Development and Change Management*. Conducted a 30-minute presentation at the Singapore Institute of Management in Singapore.
- Rothwell, W. (27 July 2005). *Getting started in succession planning*. Delivered a 3-hour presentation at the Pyramid Club in Philadelphia, PA.
- Rothwell, W. (15-17 July 2005). *Human resource management core module*. A 3-day workshop presented to senior executives as part of the University of Cambridge Certificate in Management program. Presented in Kunming, China.
- Rothwell, W. (1 July 2005). *Performance management: From the foundations to cutting-edge thinking*. Presented a 2-hour invited workshop to the faculty and students of Burapha University in Bangkok, Thailand.
- Rothwell, W. (30 June 2005). *New roles of HR in creating healthy organizations*. Delivered a 90-minute invited keynote address to the Personnel Management Association of Thailand (PMAT) in Bangkok, Thailand.
- Rothwell, W. (28-29 June 2005). *Next generation strategies for developing talent*. Presented a 2-day workshop in the Siam City Hotel in Bangkok, Thailand to 30 HR professionals.
- Rothwell, W. (27 June 2005). *Developing and managing talent*. Presented a 2.5-hour session at the headquarters of the Airport Transportation Authority of Bangkok, Thailand for HR staff.
- Rothwell, W., and Ninos, C. (24 June 2005). *Building your company's plan for leadership development and talent development and succession planning*. Presented a 2-hour program for Penn State Executive Programs as part of the 5-day program on succession planning in State College, PA.
- Rothwell, W., and Ninos, C. (23 June). *Panel discussion*. Participated in a 1.5-hour panel discussion for Penn State Executive Programs as part of the 5-day program on succession planning in State College, PA.
- Rothwell, W. (23 June 2005). *Company culture and the infrastructure for succession planning*. Presented a ½-day program for Penn State Executive Programs as part of the 5-day program on succession planning in State College, PA.
- Rothwell, W. (19-21 June 2005). *Reinventing human resource management: Competency-based HRM*. Presented a 3-day workshop in Beijing for 51job.com.
- Rothwell, W. (16-18 June 2005). *Reinventing human resource management: Competency-based HRM*. Presented a 3-day workshop in Shanghai for 51job.com.
- Rothwell, W. (15-13 June 2005). *Reinventing human resource management: Competency-based HRM*. Presented a 3-day workshop in Shenzhen, China for 51job.com.
- Rothwell, W. (9 June 2005). *Conference take aways: What are they, and how can you use them?* Presented a 2.5-hour session to ASTD conference participants from the Korean Management Association in Orlando, FL.
- Rothwell, W. (9 June 2005). *What's new in organization development?* Presented a 3-hour session to the Samsung learning and performance staff in Orlando, FL.
- Rothwell, W. (8 June 2005). *OD in Asia*. A presentation at the ASTD International Conference in Orlando, FL.
- Rothwell, W., and Siu, S. (7 June 2005). *Introductions and icebreaker*. Moderated the Asian

- Forum at the ASTD International Conference in Orlando, FL.
- Rothwell, W., and Siu, S. (6 June 2005). *Introductions and icebreaker*. Moderated the Asian Forum at the ASTD International Conference in Orlando, FL.
- Rothwell, W., Naughton, J. and Anderson, C. (5 June 2005). *Applying ASTD's competency model: Building competencies for the learning and performance staff*. Presented a 75-minute presentation at the ASTD International Conference in Orlando, FL.
- Rothwell, W. (18 May 2005). *Beyond succession planning: Integrating career planning and succession management*. Presented a 75-minute presentation at the 2005 Linkage OD Forum in Chicago, IL.
- Rothwell, W. (17 May 2005). *Effective succession planning*. Presented a one-day workshop at the Penn State University Behrend Campus in Erie, PA for 35 people.
- Rothwell, W. (11-13 May 2005). *Competency-based human resource management—and beyond*. Presented a 3-day workshop for the Information Ministry of Taiwan in Taipei as part of the International E-learning Conference.
- Rothwell, W. (10 May 2005). *Some thoughts on the market, trends, and issues affecting e-learning*. Presented a 10-minute session as part of a panel discussion at the International E-learning Conference, sponsored by the Institute for Information Industry in Taipei, Taiwan.
- Rothwell, W. (10 May 2005). *Supporting change management and organization development through virtual technology: The newest horizons*. Presented a 75-minute invited keynote address at the International E-learning Conference, sponsored by the Institute for Information Industry in Taipei, Taiwan.
- Rothwell, W. & Sullivan, R. (2-4 May 2005). Facilitated “*New trends in organization change and development*” at the The First Annual Organization Development Conference in the Middle East” at the Metropolitan Palace Hotel in Dubai, U.A.E.
- Rothwell, W. (2 May 2005). *Organizational and work design/redesign: Organizing your people and processes to competitive advantage*. Presented a 1/2-day workshop at the Metropolitan Palace Hotel in Dubai, U.A.E.
- Rothwell, W. (1 May 2005). *Reinventing human resources management: Competency-based human resource management*. Presented a 1-day workshop at the Metropolitan Palace Hotel in Dubai, U.A.E.
- Rothwell, W. (22-24 April 2005). *What does it take to be an effective OD consultant? A certificate in organization development and change management*. Presented the workshop on a Friday evening from 5-9 p.m. and 8 a.m.-5 p.m. at the University of Nevada Las Vegas.
- Rothwell, W. (14 April 2005). *Identifying, assessing, modeling, and developing competencies: A “how to do it” approach*. Presented a 1-day workshop to HR executives in Mexico City.
- Rothwell, W. (13 April 2005). *Your role in succession management in Mexico*. Presented a 2-hour presentation to HR executives in Mexico City.
- Rothwell, W. (12 April 2005). *What's new in succession planning in government?* Presented a 2-hour presentation at the monthly meeting of the Training Officers' Conference of the U.S. government in Washington, DC.
- Rothwell, W. (30 March, 2005). *Effective succession planning*. Presented a one-day workshop At the Penn State University Capital Campus in Harrisburg, PA for 30 people.



- Rothwell, W., Lindsay, A., & Lyon, C. (24 March 2005). *Power panel*. Participated in a 1-hour panel discussion at the Succession Planning and Talent Management Conference in Scottsdale, AZ.
- Rothwell, W. (24 March 2005). *Building a competency model for talent management*. Presented a 1.5-hour presentation at the panel discussion at the Succession Planning and Talent Management Conference in Scottsdale, AZ.
- Rothwell, W. (24 March 2005). *Cracker barrel discussion*. Participated in a 1-hour discussion at the Succession Planning and Talent Management Conference in Scottsdale, AZ.
- Rothwell, W., Lindsay, A., & Lyon, C. (23 March 2005). *Power panel*. Participated in a 1-hour panel discussion at the Succession Planning and Talent Management Conference in Scottsdale, AZ.
- Rothwell, W. (23 March 2005). *Best practices in succession planning and talent management*. Presented a 2.5-hour session at the Succession Planning and Talent Management Conference in Scottsdale, AZ.
- Rothwell, W. (15 & 16 March). *Succession planning and management: Needs, strategies and tactics*. A 2-day workshop delivered for the U.S. Navy Supply Activity in Mechanicsburg, PA.
- Rothwell, W. (14 & 15 January, 28 & 29 January, & 11 & 12 February 2005). *Strategic HRD*. Taught a graduate course at St. John Fisher College in Rochester, NY as visiting faculty.
- Rothwell, W. (22 January 2005). *The workplace learner: Making your workers more self-directed in their self-directed workplace learning*. Presented a one-half-day invited seminar to 50 people at St. John Fisher College in Rochester, NY.
- Rothwell, W. (17 December 2004). *Course 5: Making change happen, evaluating results, and consolidating your knowledge*. A 1-day workshop for Exelcom HR staff in the corporate headquarters in Jakarta, Indonesia.
- Rothwell, W. (16 December 2004). *Course 4: Gathering perceptions, feeding them back, and planning for action in a change effort*. A 1-day workshop for Exelcom HR staff in the corporate headquarters in Jakarta, Indonesia.
- Rothwell, W. (15 December 2004). *Course 3: Marketing and getting into group settings: Entering and starting up change efforts*. A 1-day workshop for Exelcom HR staff in the corporate headquarters in Jakarta, Indonesia.
- Rothwell, W. (14 December 2004). *Course 2: Building the facilitation and process consultation skills of an organization development and change management leader*. A 1-day workshop for Exelcom HR staff in the corporate headquarters in Jakarta, Indonesia.
- Rothwell, W. (13 December 2004). *Course 1: An overview of organization development and change management*. A 1-day workshop for Exelcom HR staff in the corporate headquarters in Jakarta, Indonesia.
- Rothwell, W. (13 December 2004). *Overview: The certificate in organization development and change management*. A presentation for Exelcom HR staff in the corporate headquarters in Jakarta, Indonesia.
- Rothwell, W. (10 December 2004). *ASTD's Mapping the future: Workplace learning and performance competency model and certification*. A 2-hour presentation for ChinaHR.com at the Novotel Hotel in Shanghai, China.
- Rothwell, W. (10 December 2004). *Revolutionizing HR management: Competency-based human resources management*. A 2-hour presentation for ChinaHR.com at the Novotel Hotel in

- Shanghai, China.
- Rothwell, W. (10 December 2004). *Transforming human resource management: A wake up call for HR*. A 2-hour presentation for ChinaHR.com at the Novotel Hotel in Shanghai, China.
- Rothwell, W. (10 December 2004). *What are the key HR trends?* A 2-hour presentation for ChinaHR.com at the Novotel Hotel in Shanghai, China.
- Rothwell, W. (9 December 2004). *Course 5: Making change happen, evaluating results, and consolidating your knowledge*. A 1/2-day workshop for ChinaHR.com at the Novotel Hotel in Shanghai, China.
- Rothwell, W. (8 December 2004). *Course 4: Gathering perceptions, feeding them back, and planning for action in a change effort*. A 1/2-day workshop for ChinaHR.com at the Novotel Hotel in Shanghai, China.
- Rothwell, W. (7 December 2004). *Course 3: Marketing and getting into group settings: Entering and starting up change efforts*. A 1/2-day workshop for ChinaHR.com at the Novotel Hotel in Shanghai, China.
- Rothwell, W. (7 December 2004). *Course 2: Building the facilitation and process consultation skills of an organization development and change management leader*. A 1/2-day workshop for ChinaHR.com at the Novotel Hotel in Shanghai, China.
- Rothwell, W. (6 December 2004). *Course 1: An overview of organization development and change management*. A 1-day workshop for ChinaHR.com at the Novotel Hotel in Shanghai, China.
- Rothwell, W. (6 December 2004). *Overview: The certificate in organization development and change management*. A presentation for ChinaHR.com at the Novotel Hotel in Shanghai, China.
- Rothwell, W. (1 December 2004). *Power panel*. Participated in a 1-hour power panel at The Best of Succession Planning and Talent Management Conference in Dallas, TX.
- Rothwell, W. (1 December 2004). *Building a competency model for talent management*. Presented a 1.5-hour talk at The Best of Succession Planning and Talent Management Conference in Dallas, TX.
- Rothwell, W. (30 November 2004). *Cracker barrel discussion*. Participated in a 1-hour cracker Barrel discussion at The Best of Succession Planning and Talent Management Conference in Dallas, TX.
- Rothwell, W., Lindsay, A. and Lyon, C. (30 November 2004). *Panel discussion*. Participated in a 1-hour panel discussion at The Best of Succession Planning and Talent Management Conference in Dallas, TX.
- Rothwell, W. (30 November 2004). *Best practices in succession planning and talent management*. Presented a 2.5-hour talk at The Best of Succession Planning and Talent Management Conference in Dallas, TX.
- Rothwell, W., & Qiao, X. (22-24 November 2004). *Competency modeling and beyond: Competency-based human resource management*. A 3-day workshop presented in Shenzhen, China.
- Rothwell, W. (15 November 2004). *The value of belonging to ASTD*. Presented a 2-hour session for the Penn State University Chapter of ASTD in 114 Keller Building, University Park, PA.
- Rothwell, W. (8 November 2004). *What is rapid results assessment?* Conducted a full-day Facilitated workshop on the work duties of the senior meeting planner at the headquarters

- Of the Society for Association Executives in Washington, DC.
- Rothwell, W. (4 November 2004). *What do supervisors need to know about effective on-the-job training and mentoring*. Presented a half-day workshop at Rollins College in Orlando, FL.
- Rothwell, W. (3 November 2004). *The workplace learner: Making your learners more competent in learning how to learn*. Presented a 90-minute concurrent session at the Canadian Society for Training and Development Conference and Knowledge Exchange in Toronto, ONT.
- Rothwell, W., and Naughton, J. (2 November 2004). *ASTD's mapping the future: Workplace learning and performance competency model and certification*. Presented a 90-minute concurrent session at the Canadian Society for Training and Development Conference and Knowledge Exchange in Toronto, ONT.
- Rothwell, W. (28 October 2004). *A briefing on the workplace learning award*. Conducted a two-hour presentation for senior executives at the headquarters of the American Management Association in New York City.
- Rothwell, W. (26 October 2004). *Competency modeling: Implications for professional development and programs?* Conducted a 45-minute concurrent session at the Penn State Outreach Conference at the Penn State in State College, PA.
- Rothwell, W. (21 October 2004). *A wake up call for HR: What does it take to be successful in HR now, and what will it take to be successful in the future?* Conducted the keynote address for the 8<sup>th</sup> Annual Human Resource Management Association of the Barbados session in the Barbados.
- Rothwell, W. (18 October 2004). *Transformation, change and leadership: Imperatives for business in a global environment*. Presented a 75-minute presentation to 110 CEOs at The Savannah Hotel in Barbados.
- Rothwell, W. (17 October 2004). *Interview*. Good morning Barbados. On Channel 8 in Barbados.
- Rothwell, W. (9-13 October 2004). *Human performance improvement: Beyond training*. A 5-day workshop presented to 23 managers in Dubai, United Arab Emirates.
- Rothwell, W. (7 October 2004). *Human performance improvement: What do HR professionals need to know?* A one-hour presentation at Toftrees in State College, PA to HR professionals in healthcare at their annual conference.
- Rothwell, W. (30 September 2004). *Your people: Your competitive advantage*. Presented and facilitated a presentation, and participated on a panel discussion, for 50 people for the ASTD Chapter of Rochester, NY.
- Rothwell, W. (29 September 2004). *What is competency modeling?* A 30-minute teleconference with students in a graduate course in Instructional design at Wayne State University, Detroit, MI. This was for course IT 8150-“Needs Assessment & Program Validity.”
- Rothwell, W. (28 September 2004). *Briefing on the state of the art in training*. A presentation to The Training Council of AccuWeather in State College, PA.
- Rothwell, W. (17 September 2004). *Revolutionizing HR management: Competency-based human resource management*. A 75-minute invited, closing keynote address presented at the 2004 HR Forum in Guangzhou.
- Rothwell, W. (17 September 2004). *Transforming HR: Defensive HR or offensive HR?* A 75-minute invited, closing keynote address presented delivered at the 2004 HR Forum

- in Guangzhou.
- Rothwell, W. (16 September 2004). *Career development is not just for individuals*. A 75-minute presentation delivered at the job51.com 2004 HR Forum in Guangzhou.
- Rothwell, W. (16 September 2004). *Career development is not just for individuals*. A 90-minute presentation delivered at the job51.com 2004 HR Forum in Shanghai.
- Rothwell, W. (16 September 2004). *Transforming HR: Defensive HR or offensive HR?*  
A 90-minute presentation delivered at the 2004 HR Forum in Shanghai.
- Rothwell, W. (16 September 2004). *Revolutionizing HR management: Competency-based human resource management*. A 90-minute invited, closing keynote address presented at the 2004 HR Forum in Shanghai.
- Rothwell, W. (15 September 2004). *What is competency-based human resource management?*  
A 30-minute presentation to the incoming cohort of 200 MBA students at Shanghai University in Shanghai University, China.
- Rothwell, W. (14 September 2004). *Revolutionizing HR management: Competency-based human resource management*. A 90-minute invited, closing keynote address presented at the 2004 HR Forum in Beijing.
- Rothwell, W. (14 September 2004). *Transforming HR: Defensive HR or offensive HR?*  
A 90-minute presentation delivered at the 2004 HR Forum in Beijing.
- Rothwell, W. (14 September 2004). *Career development is not just for individuals*. A 90-minute presentation delivered at the job51.com 2004 HR Forum in Beijing.
- Rothwell, W. (3 September 2004). *Course 5: Making change happen, evaluating results, and consolidating your knowledge*. A 1/2-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (3 September 2004). *Course 4: Gathering perceptions, feeding them back, and planning for action in a change effort*. A 1/2-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (2 September 2004). *Course 3: Marketing and getting into group settings: Entering and starting up change efforts*. A 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (1 September 2004). *Course 2: Building the facilitation and process consultation skills of an organization development and change management leader*. A 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (31 August 2004). *Course 1: An overview of organization development and change management*. A 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (31 August 2004). *Overview: The Certificate in Organization Development and Change Management*. A presentation at the Singapore Institute of Management in Singapore.
- Rothwell, W. (26-27 August 2004). *Effective succession planning: The ABCs of developing a succession management system from scratch*. A 2-day workshop for the Singapore Institute of management in Singapore.
- Rothwell, W. (16 August 2004). *Transforming human resources management*. A 1/2-day program delivered to the HR staff of Motorola in Tianjin, China.
- Rothwell, W. (12-15 August 2004). *Human resource management core module*. A 4-day workshop presented to senior executives as part of the University of Cambridge

- Certificate in Management program. Presented in Beijing.
- Rothwell, W. (2004, August 9). *Mapping your future: Putting new competencies to work for you.* Conducted a 3-hour presentation to senior HR and training executives at the Siam City Hotel in Bangkok, Thailand.
- Rothwell, W. (2004, August 9). *What is talent management?* A 2-hour presentation to the HR Staff of AIS company in Bangkok, Thailand.
- Rothwell, W. (2004, August 8). *The six generations of the field once called training.* Presented a 2-hour lecture to the faculty and students of the HRD program at Burapha University in Thailand.
- Rothwell, W. (2004, August 4-6). *Designing and developing in-house career development programs.* Presented a 3-day workshop at the Siam City Hotel in Bangkok, Thailand.
- Rothwell, W. (2004, July 14). *The ins and outs of competency modeling.* Presented a 90-minute webex seminar to the senior managers of Textron in Providence, RI from State College, PA.
- Dedrick, F., Sheely, S., Rothwell, W., Foster, J., Lawrence, M., & Curley, M. (2004, June 17). *The next level of cluster analysis: Using occupational and other data for career ladder development and skill mapping.* Served as a panelist during a conference at The Penn State in State College, PA and presented a 10-minute presentation on “A brief overview of the ASTD workplace learning and performance competency model and certification.”
- Rothwell, W., and Graber, J. (2004, June 9). *Beyond succession planning and management: What are the new developments?* A 90-minute presentation to 250 people at the Sixth Annual Best of Organization Development Summit in Chicago, IL.
- Sullivan, R., and Rothwell, W. (2004, June 9). *Organization change and development competencies.* A 90-minute presentation to 200 people at the Sixth Annual Best of Organization Development Summit in Chicago, IL.
- Rothwell, W., Sensenig, K., Gray, K., and Gorman, R. (2004, June 5). *The future of career and technical education, training and development, and CTE/community college leadership, and what it means for you as a workforce education professional.* A 1-hour panel discussion at the first Workforce Education and Development Alumni Reunion at Day’s Inn in State College, PA.
- Rothwell, W. (2004, June 5). *The current state, and future transitions, of Penn State’s workforce Education and development program.* A 30-minute presentation at the first Workforce Education and Development Alumni Reunion at Day’s Inn in State College, PA.
- Rothwell, W. (2004, May 26). *How can you improve on-the-job training in your organization?* A 15-minute presentation at the ASTD International Conference and Exposition in Washington, DC.
- Rothwell, W. (2004, May 25). *The best of Asia forum: Part II.* Served as facilitator from the podium for a 2 ½-hour conference-within-a-conference at the ASTD International Conference and Exposition in Washington, DC.
- Bingham, T., Byham, B., Rothwell, W., & Naughton, J. (2004, May 25). *Book launch presentation for the ASTD’s Mapping the future.* Presented a 5-minute talk in the Exposition Hall at the ASTD International Conference and Exposition in Washington, DC.

- Davis, P., Naughton, J., & Rothwell, W. (2004, May 25). *Sneak preview: ASTD workplace learning and performance competency model and certification*. A second and repeated 75-minute presentation at the ASTD International Conference and Exposition in Washington, DC.
- Rothwell, W. (2004, May 24). *The best of Asia forum: Part I*. Served as facilitator from the podium for a 2 ½-hour conference-within-a-conference at the ASTD International Conference and Exposition in Washington, DC.
- Rothwell, W. (2004, May 24). *Special challenges for succession planning in Asia*. Presented A 25-minute presentation during the 2 ½-hour conference-within-a-conference at the ASTD International Conference and Exposition in Washington, DC.
- Bingham, T., Byham, B., Rothwell, W., & Naughton, J. (2004, May 24). *Press conference for ASTD's Mapping the future*. Participated in a 60-minute press conference about the findings of the ASTD competency study at the ASTD International Conference and Exposition in Washington, DC.
- Davis, P., Naughton, J., & Rothwell, W. (2004, May 24). *Sneak preview: ASTD workplace learning and performance competency model and certification*. A 75-minute presentation at the ASTD International Conference and Exposition in Washington, DC.
- Rothwell, W. (2004, May 19 & 20). *Reinventing human resource management: Competency-based human resource management*. Presented a 2-day seminar in Mexico City, Mexico.
- Graber, J., Federhofer, W., & Rothwell, W. (14 May 2004). *Succession planning automation & tools webinar*. A webinar on succession planning conducted with Microsoft NetMeeting from 11 a.m. to noon.
- Rothwell, W. (10 May 2004). *Effective succession planning: Understanding the big picture*. Presented a 1-day workshop held for Slippery Rock University in the North Hills Center, Sewickley, PA.
- Rothwell, W. (28 April 2004). *Evaluating OD and change efforts*. Presented a 1-day workshop held for Slippery Rock University in the North Hills Center, Sewickley, PA.
- Rothwell, W. (22 April 2004). *Typical challenges and cutting edge issues in succession planning and management: Meeting the challenges and staying ahead of the curves*. A 1/2-day workshop conducted for the ASTD Chapter in St. Louis, MO.
- Rothwell, W. (22 April 2004). *The CEO's role in succession planning and management*. A 1-hour luncheon session conducted for the ASTD Chapter in St. Louis, MO.
- Rothwell, W. (22 April 2004). *Succession planning and management: Making the business case and understanding the big picture*. A 1/2-day workshop conducted for the ASTD Chapter in St. Louis, MO.
- Rothwell, W. (21 April 2004). *The nuts and bolts of what you need to know about measuring HR*. A 45-minute presentation to the Centre County PA chapter of SHRM in State College, PA.
- Rothwell, W. (20 April 2004). *Developing and implementing effective OD interventions*. A 1/2-day workshop held for Slippery Rock University in the North Hills Center, Sewickley, PA.
- Rothwell, W. (20 April 2004). *Helping group members assess and diagnose their change needs*.

- A 1/2-day workshop held for Slippery Rock University in the North Hills Center, Sewickley, PA.
- Rothwell, W. (15 April 2004). *Performance management—The nuts and bolts of performance management: What is HR's role?* Presented a 90-minute invited keynote session in Lancaster, PA.
- Rothwell, W. (15 April 2004). *A wake up call for HR: What does it take to be successful in HR now, and what will it take to be successful in the future?* Presented a 90-minute invited keynote session in Lancaster, PA.
- Rothwell, W. (14 April 2004). *What do you most need to know about succession management?* Presented a 1-day workshop for the Penn State Center at Lancaster, PA.
- Rothwell, W. (12 April 2004). *The keys to change management: Facilitation and process consultation.* Presented a 1/2-day workshop in Pittsburgh, PA.
- Rothwell, W. (12 April 2004). *What does it take to be an effective OD consultant?* Presented a 1-day workshop in Pittsburgh, PA.
- Rothwell, W., Lindsay, A., & Lyon, C. (7-8 April 2004). *The role of human resources in succession management.* Presented a 2-day workshop in Portland, OR.
- Rothwell, W., Lindsay, A., & Lyon, C. (6 April 2004). *The best practices in succession planning & talent management: Officer forum.* Presented a 1/2-day workshop in Portland, OR.
- Rothwell, W. (9-12 March 2004). *Human resource management core module.* A 4-day workshop Presented to senior executives as part of the University of Cambridge Certificate in Management program. Presented in Shanghai.
- Rothwell, W. (2 March 2004). *The workplace learner: Making your learners more self-directed in their self-directed learning.* A 1-day workshop for the Manitoba Steering Committee for workplace essential skills and workplace learning prior assessment and recognition In Winnipeg, Manitoba, Canada.
- Rothwell, W. (24 February 2004). *Talent development for NOAs, NOBs, NOCs, and NODs in the water sanitation program for the India country office: Thoughts on an experimental program to build potential.* A 1-hour presentation to the water sanitation staff of Unicef in Delhi, India.
- Wellins, R., Rothwell, W., and Naughton, J. (10 February 2004). *Future of the profession: Credentialing.* A webinar audiotaped in Anaheim, CA at the ASTD TechKnowledge Conference for subsequent playback on the ASTD website.
- Wellins, R., Rothwell, W., and Naughton, J. (10 February 2004). *Future of the profession: Trends and competencies.* A webinar audiotaped in Anaheim, CA at the ASTD TechKnowledge Conference for subsequent playback on the ASTD website.
- Wellins, R., Rothwell, W., and Naughton, J. (10 February 2004). *Future of the workplace learning and performance profession: Trends, competencies, and certification.* A 90-minute presentation at the ASTD TechKnowledge Conference in Anaheim, CA.
- Rothwell, W. (2004, 9-10 January, 23-24 January & 13-14 February). *Strategic HRD.* Taught a graduate course at St. John Fisher College in Rochester, NY as visiting faculty.
- Rothwell, W. (6 January 2004). *The basics of competency modeling—and beyond.* Presented a one-day workshop to the HR staff of Kerr-McKee in Houston, TX.
- Rothwell, W. (14 December 2003). *Changing people to best effect.* A 1-day workshop in the *cutting-edge and leading-edge issues in managing and developing people certificate program.* Presented in Shanghai, China.

- Rothwell, W. (13 December 2003). *Developing people to best effect*. A 1-day workshop in the *cutting-edge and leading-edge issues in managing and developing people certificate program*. Presented in Shanghai, China.
- Rothwell, W. (12 December 2003). *Managing people to best effect*. A 1-day workshop in the *cutting-edge and leading-edge issues in managing and developing people certificate program*. Presented in Shanghai, China.
- Rothwell, W. (11 December 2003). *Identifying the key challenges with people*. A 1-day workshop in the *cutting-edge and leading-edge issues in managing and developing people certificate program*. Presented in Shanghai, China.
- Rothwell, W. (16 November 2003). *The six generations of the field once called training: Are you competent in developing talent in your organization?* A 90-minute presentation in Delhi, India.
- Rothwell, W. (12 November 2003). *What is succession planning?* A prerecorded 5-minute talk radio show on NEWS938 in Singapore with interviewer Melanie Oliveiro.
- Rothwell, W. (11-12 November 2003). *Reinventing human resource management: Competency-based human resources management*. A 2-day workshop in Bangkok, Thailand.
- Rothwell, W. (8 November 2003). *What is organization development, and how can it help?* A two-and-a-half hour n in-house presentation to the entire HR staff of the Singapore Trade Board.
- Rothwell, W. (7 November 2003). *Course 5: Making change happen, evaluating results, and consolidating your knowledge*. A 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (6 November 2003). *Course 4: Gathering perceptions, feeding them back, and planning for action in a change effort*. A 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (5 November 2003). *Course 3: Marketing and getting into group settings: Entering and starting up change efforts*. A 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (4 November 2003). *Course 2: Building the facilitation and process consultation skills of an organization development and change management leader*. A 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (3 November 2003). *Course 1: An overview of organization development and change management*. A 1-day workshop at the Singapore Institute of Management in Singapore.
- Rothwell, W. (3 November 2003). *Overview: The Certificate in Organization Development and Change Management*. A presentation at the Singapore Institute of Management.
- Rothwell, W. (30-31 October 2003). *Effective succession management: The ABCs of developing a succession management system from scratch*. A 2-day workshop for the Singapore Institute of management in Singapore.
- Rothwell, W., and Xeujun, Q. (24-27 October 2003). *Effective Organizational change leadership: The executive's role in creating and sustaining progressive organizational change*. A 4-day workshop for Beijing Executive Development Programs at Beijing University.
- Rothwell, W. (23 October 2003). *Human capital development: Building the value of your*



- people. A 45-minute keynote presentation at the Human Capital Management Conference in Shanghai.
- Rothwell, W. (21-22 October 2003). *World class approaches to key human resource issues*. A two-day workshop delivered to senior HR officials in Shanghai, China.
- Loomis, F., & Rothwell, W. (16 October 2003). *The workforce education development initiative*. A 30-minute presentation to the Council on Outreach at the Penn State.
- Wellins, R., Davis, P., & Rothwell, W. (15, October 2003). *Certification for workplace learning and performance (WLP) professionals: Certification blueprint November 2003*. A one-day presentation to ASTD leaders at the ASTD International Headquarters in Alexandria, VA.
- Rothwell, W. (14 October, 2003). *What is succession planning and management, and why should you think about it?* A 90-minute presentation to the HR Officers of Rural Electrical Cooperatives in Pennsylvania (the PANJ Human Resource/Office Manager Meeting) at the Nittany Lion Inn in State College, PA.
- Rothwell, W. (8 October, 2003). *A systematic approach to sales training: Why and how does an organization get started?* A 90-minute presentation delivered at AccuWeather in State College, PA.
- Rothwell, W. (25 Sept., 2003). *Managing the quiet crisis: The impact of an effective succession plan*. Presented an interactive 1-hour seminar from my office from 2-3 p.m. for 48 people. Softscape. A 1-hour webinar for 48 people conducted from my office.
- Rothwell, W. (23 Sept., 2003). *Managing the quiet crisis: The impact of an effective succession plan*. Presented an interactive 1-hour seminar from my office from 11 a.m.-noon for 48 people. Softscape. A 1-hour webinar for 48 people conducted from my office.
- Rothwell, W. (19 Sept., 2003). *Beyond succession management: Thoughts on new directions and fresh approaches*. An invited closing keynote presentation at the Linkage Succession Management Forum in San Diego.
- Rothwell, W. (19 Sept, 2003). *Best practices in succession management: What works and how to apply it*. An invited 4-hour workshop at the Linkage Succession Management Forum in San Diego.
- Rothwell, W. (28 July, 2003). *How can you increase the batting average for your transfer of training?* Presented a 1-hour invited keynote at the *Principles of workforce education: Back to the basics conference* at the Penn State York & York International Conference in York, PA.
- Rothwell, W. (23 July, 2003). *Boot camp for supervisors*. Presented a 30-minute presentation at the HR Association Conference in Pittsburgh, PA.
- Rothwell, W. (25-26 June, 2003). *Planning for the future: Building a more systematic process for strategic human resource planning at Unicef*. Presented a 2-day workshop for the staff of Unicef in New York City.
- Rothwell, W., & Sullivan, R. (11 June, 2003). *Effective succession management: A leadership pipeline solution*. Presented a 3-hour workshop at the Linkage OD Forum Conference in Chicago, IL.

- Dubois, D., & Rothwell, W. (2003, 20 May). *Changing the operating system of your organization=s HR practice: From job-based to competency-based*. A presentation delivered at the ASTD International Conference in San Diego.
- Rothwell, W. (2003, 18 May). *Building advantageous alliances*. A presentation delivered at the Asian Forum at the ASTD International Conference in San Diego.
- Wellins, R., & Rothwell, W. (2003, 21 April). *Redefining the profession: Building a new human resource development and workplace learning and performance competency model*. A presentation delivered at the International Headquarters of The American Society for Training and Development in Alexandria, VA. [Wellins in Senior VP of Marketing for DDI.]
- Rothwell, W. (2003, 18 April). *Linking HRD to strategy*. A one-day workshop held on the campus of the University of Alabama in Tuscaloosa, AL.
- Rothwell, W. (2003, 13 April). *The workplace learner*. A radio broadcast interview on WPSU on the radio version of the program *Take Note*. [A rebroadcast of the television program for radio.]
- Rothwell, W. (2003, 3-4 April). *Executive coaching sessions*. Conducted 8 one-hour, one-on-one executive coaching sessions onsite at LandAmerica in Richmond, VA to train the company=s HR staff on how to do them, using the results of 360-degree assessments prepared by W.J. Rothwell [48 individual reports].
- Rothwell, W. (2003, 1 April). *What CEOs expect from corporate training*. Presented a 1-hour session at the 2003 Trainer=s World Conference in San Francisco for HREvents and the International Quality and Productivity Center.
- Rothwell, W. (2003, 1 April). *The workplace learner*. A television broadcast on WPSX, Channel 3, (PBS channel) on the television program *Take Note*. [Filmed on 24 March 2003.]
- Rothwell, W. (2003, 28-30 March). *A certificate in training and development*. Presented a Friday evening and all day Saturday and Sunday workshop to launch a certificate in training and development by William J. Rothwell for the University of Nevada Las Vegas and the Greater Las Vegas Chapter of ASTD.
- Rothwell, W. (2003, 6 March). *Supporting growth: Filling the leadership pipeline*. Facilitated a full-day workshop for 52 executives at the Center for Leadership and Executive Development at the University of Dayton in Dayton, OH.
- Rothwell, W. (2003, 22 February). *Succession planning and career planning: Different sides of the same coin?* Facilitated a 1/2-day workshop at St. John Fisher College in Rochester, NY.
- Rothwell, W. (2003, 20 February). *Getting the big picture: A roadmap for succession management*. An invited keynote presentation at the HREvents succession management conference in Orlando, FL.
- Rothwell, W. (2003, 11 February). *Launching graduate HRD programs in the People=s Republic of China: A brief case study*. A 15-minute presentation at the OPFC Conference at the Penn Stater in State College, PA.
- Rothwell, W. (2003, 17-18 January, 31 January-1 February & 28 February-1 March).

- Strategic HRD*. Taught a graduate course at St. John Fisher College in Rochester, NY as visiting faculty.
- Rothwell, W. (2003, 9-10 January). *The nuts and bolts of organization development*. A 2-day workshop delivered to the members of the Organization Development Network in Pittsburgh, PA.
- Rothwell, W. (2002, 19 December). *The basics of competency modeling--and beyond*. A 1-day workshop delivered to the HR staff of Fedex Ground at the corporate headquarters outside of Pittsburgh, PA to 30 people.
- Rothwell, W. (2002, 19 November). *What's the future of training and development?* A breakfast presentation to 85 people in the Human Resource Society in Orlando, FL.
- Rothwell, W. (2002, 18 November). *What is happening in China with human resources?* A presentation to faculty and students at Rollins College in Orlando, FL.
- Rothwell, W. (2002, 12 November). *Determining leadership competencies*. A presentation for the U.S. Department of Labor, Employment & Training Administration, in Washington, DC.
- Rothwell, W. (2002, 31 October). *What trends affect the future of human resource management and human performance improvement, and what do they mean?* A 90-minute invited presentation for the HR department staff of Singtel, the National Telephone Co. of Singapore, in Singapore.
- Rothwell, W. (2002, 28-20 October). *Human performance improvement in the workplace*. A 3-day workshop delivered under the sponsorship of the Singapore Institute of Management in Singapore.
- Rothwell, W. (2002, 25 October). *The CEO's role in succession management*. A 2-hour breakfast presentation, by invitation only for CEOs, under the sponsorship of the Singapore Institute of Management in Singapore.
- Rothwell, W. (2002, 21-23 October). *Human performance improvement in the workplace*. A 3-day workshop delivered under the sponsorship of the Singapore Institute of Management in Singapore.
- Rothwell, W. (2002, 18 October). *Building successful succession plans*. Presented a 3 1/2-hour presentation for executives for The Smeal College of Business Administration in State College, PA.
- Rothwell, W. (2002, 3 October). *Selecting the best assessment tool*. A 90-minute presentation at the Illinois Community College Economic Development Association Conference (ICCEDA) in Chicago, IL.
- Rothwell, W. (2002, 28 September). *Best practices in succession planning and management*. Presented a full-day workshop in the Atherton Hotel in State College, PA to members of the human resources department of Samsung Korea.
- Rothwell, W. (2002, 26 September). *Beyond the basics of succession planning*. Presented a one-hour keynote presentation, and helped to facilitate a full-day conference entitled *Our workforce matters: workforce and succession planning conference*, for the State government of New York in Albany, NY.
- Rothwell, W. (2002, 23 September). *What you need to know about succession planning*.

- Presented a 1-hour presentation to members of the Softscape Product Advisory Board in Wayland, MA.
- Rothwell, W., & Xeujun, Q. (2002, 18 September). *Change management*. A 2-day workshop offered as part of the *Penn State University-ChinaHR.com Building World-Class Talent Through an International Human Resource Management Certificate Program*. [Xeujun Qiao served as translator.] A program offered in Shanghai, People's Republic of China.
- Rothwell, W., & Xeujun, Q. (2002, 17 September). *Training and development*. A 2-day workshop offered as part of the *Penn State University-ChinaHR.com Building World-Class Talent Through an International Human Resource Management Certificate Program*. [Xeujun Qiao served as translator.] A program offered in Shanghai, People's Republic of China.
- Rothwell, W., & Xeujun, Q. (2002, 16 September). *Developing and retaining talent*. A 1-day workshop offered as part of the *Penn State University-ChinaHR.com Building World-Class Talent Through an International Human Resource Management Certificate Program*. [Xeujun Qiao served as translator.] A program offered in Shanghai, People's Republic of China.
- Rothwell, W., & Xeujun, Q. (2002, 14 & 15 September). *Employee recruitment and selection*. A 2-day workshop offered as part of the *Penn State University-ChinaHR.com Building World-Class Talent Through an International Human Resource Management Certificate Program*. [Xeujun Qiao served as translator.] A program offered in Shanghai, People's Republic of China.
- Rothwell, W. (2002, September 13). *What's new in human resource management (HRM), training and development (T & D), and organization development (OD)?* An invited presentation to 50 clients of ChinaHR.com in Shanghai.
- Rothwell, W. (2002, September 11). *What's new in human resource development (HRD) and workplace learning and performance (WLP)?* An invited evening presentation to 50 members of the Shanghai Human Resources Professional Club in Shanghai, People's Republic of China.
- Rothwell, W., & Xeujun, Q. (2002, 10 & 11 September). *Compensation and benefits*. A 2-day workshop offered as part of the *Penn State University-ChinaHR.com Building World-Class Talent Through an International Human Resource Management Certificate Program*. [Xeujun Qiao served as translator.] A program offered in Shanghai, People's Republic of China.
- Rothwell, W., & Xeujun, Q. (2002, 9 September). *Human resource management: The strategic role*. A 1-day workshop offered as part of the *Penn State University-ChinaHR.com Building World-Class Talent Through an International Human Resource Management Certificate Program*. [Xeujun Qiao served as translator.] A program offered in Shanghai, People's Republic of China.
- Rothwell, W., & Xeujun, Q. (2002, 7 & 8 September). *Human resource management today*. A 2-day workshop offered as part of the *Penn State University-ChinaHR.com Building World-Class Talent Through an International Human Resource Management Certificate*

- Program.* [Xuejun Qiao served as translator.] A program offered in Shanghai, People's Republic of China.
- Rothwell, W. (2002, August 29). *Determining the impact of succession planning and leadership development on human resources.* An invited keynote presentation at The Succession Planning and Leadership Development for Government Conference at the Crowne Plaza Ottawa in Ottawa, ONT.
- Rothwell, W. (2002, August 16). *Thoughts on certification.* A presentation to the members of the Center for Industrial Competitiveness at the University of Massachusetts, Lowell, MA.
- Rothwell, W. (2002, June 24). *The management development and assessment process.* Presented a one-hour videoconference to four sites around the U.S.A. to senior managers of LandAmerica from Richmond, VA.
- Rothwell, W. (2002, June 21). *Building successful succession plans.* Presented a 3 1/2-hour presentation for executives for The Smeal College of Business Administration in State College, PA.
- Rothwell, W. (2002, June 20). *Effective succession management: A leadership talent pipeline solution.* Presented a 4-hour workshop at the Linkage OD Forum in Chicago, IL.
- Rothwell, W. (2002, June 12). *Human performance improvement and workplace learning and performance: What's the difference, and why should I care about them?* Presented a 60-minute repeat presentation to leaders of the Centers for Performance Excellence, Pennsylvania Dept. of Transportation, in State College, PA.
- Rothwell, W. (2002, June 11). *Human performance improvement and workplace learning and performance: What's the difference, and why should I care about them?* Presented a 60-minute presentation to leaders of the Centers for Performance Excellence, Pennsylvania Dept. of Transportation, in State College, PA.
- Rothwell, W., Hohne, C., & King, S. (2002, June 6). *Becoming a human performance improvement practitioner: Pathways for your development.* Presented a 90-minute session to 170 people at the ASTD International Conference in New Orleans, LA.
- Rothwell, W. (2002, June 4). *Meet the gurus of performance improvement.* Participated in a 1-hour session at the ASTD International Conference in New Orleans, LA.
- Rothwell, W. (2002, May 30). *Moving training to the next level at AccuWeather.* Presented a 3-hour seminar to members of the corporate Training Council at AccuWeather in State College, PA.
- Rothwell, W. (2002, May 23-24). *The basics of competency modeling.* Presented a 2-day workshop on competency modeling to members of the Regional Learning Network (RLN) in Monroeville, PA.
- Rothwell, W. (2002, May 20). *Succession planning: Beyond the obvious.* Presented a 90-minute Webinar for corporate customers of Softscape, a software provider of succession planning and competency modeling software through a Centra website.
- Rothwell, W. (2002, May 6-7). *Effective succession management: Building the Federal workforce of tomorrow.* Presented a 2-day workshop for senior-level Federal government executives at The Brookings Institution in Washington, DC.
- Rothwell, W. (2002, April 26). *Meeting and exceeding your clients' expectations.* A presentation delivered to WedNetPa in Greensburg, PA.
- Rothwell, W. (2002, April 18). *OD competencies: The results of a web-based survey at*

- www.execusurv.com*. Presented for the Pittsburgh OD Network in Pittsburgh, PA.
- Rothwell, W. (2002, April 12). *Establishing a corporate university*. Presented to members of the EMI Advisory Board for the Antioch Corporation in Ohio.
- Rothwell, W. (2002, April 10). *Launching graduate HRD programs in the People's Republic of China: A case study on the results of a business-education partnership*. Presented in State College, PA to students in a graduate business class on international management.
- Rothwell, W. (2002, March 19). *The external environment and the human resource field: Where are things headed?* Facilitated a full-day session within *The HR consultation: Establishing a vision for the HR function for Unicef* in Brasilia, Brazil.
- Marshak, R., Silverman, A., Rothwell, W., Fry, R., and others. (2002, March 18-22). *The HR consultation: Establishing a vision for the HR function for Unicef*. Co-facilitated a week-long retreat for 50 participants from all over the world in Brasilia, Brazil.
- Rothwell, W. (2002, March 4). *Investing in people: Planning and managing succession*. A 60-minute invited presentation to all the CEOs of the Federal Reserve Banks of the USA in Washington, DC.
- Rothwell, W. (2002, February 25). *Best practices in succession management and leadership development programs*. A 60-minute presentation to the managers of the U.S. Department of Labor in Washington, DC.
- Rothwell, W. (2002, February 23). *OD competencies: The results of a web-based survey*. A 60-minute invited presentation at the Annual Conference of the Chesapeake Bay Organization Development Network on the University of Maryland campus in Adelphi, MD.
- Rothwell, W. (2002, February 11). *Effective succession planning: Ensuring leadership continuity*. Presented a 2-hour invited session as keynote and kickoff speaker at the Human Resource Planning Society 2-day seminar entitled Succession Planning and Leadership Development in San Francisco, CA.
- Rothwell, W. (2002, January 23). *Train-the-trainer*. Presented a full-day session in State College, PA to visitors from South African Universities.
- Rothwell, W. (2002, January 22). *Effective succession planning: The ABCs of developing a succession management system from scratch*. Presented a 1-day workshop to the staff of the Comptroller of the State of New York in Albany, NY.
- Rothwell, W. (2002, January 16-17). *Managing change using organization development: The action research and appreciative inquiry models*. Presented a 2-day workshop to the Human Resource Department of CARE, the international relief agency, in Atlanta, GA.
- Rothwell, W. (2002, January 11 & 12, 25 - 27, & 8 - 9 February). *Strategic HRD*. Taught a graduate course at St. John Fisher College in Rochester, NY as visiting faculty.
- Rothwell, W. (2001, December 21 & 22). *Building your competence in workplace learning and performance*. Delivered a 2-day workshop in Beijing.
- Rothwell, W. (2001, December 18 & 19). *Building your competence in workplace learning and performance*. Delivered a 2-day workshop in Guangzhou, PRC.
- Rothwell, W. (2001, December 15 & 16). *Building your competence in workplace learning and performance*. Delivered a 2-day workshop in Shanghai.
- Rothwell, W. (2001, December 7). *Succession planning and leadership development*. Presented a 2-hour workshop to Federal Executives in an invited session at the

- Brookings Institution in Washington, DC.
- Rothwell, W. (2001, December 6). *The supervisory leader: Communicating and delegating: Helping people understand*. Presented the tenth of 10 full-day workshops in supervisory leadership for 25 supervisors of the University of Pittsburgh Medical Center (UPMC) in Pittsburgh, PA.
- Rothwell, W. (2001, December 5). *The supervisory leader: Decision-making, problem-solving, and creativity: Managing the critical intangibles*. Presented the ninth of 10 full-day workshops in supervisory leadership for 25 supervisors of the University of Pittsburgh Medical Center (UPMC) in Pittsburgh, PA.
- Rothwell, W. (2001, November 19). *The university's role in management and leadership development through building in-house corporate universities*. Presented an invited 1-hour keynote presentation to the Conference on Management and Executive Development in Tampa, FL.
- Rothwell, W. (2001, November 15). *Effective succession planning*. Delivered a 1-day workshop in Singapore.
- Rothwell, W. (2001, November 12-13). "What is succession planning?" Interviewed by telephone in the U.S.A. from Singapore by talk show host Melanie Oliveiro for News Radio 938/RCS.
- Rothwell, W. (2001, November 12). *What is OD?* Presented a 2-hour session during a 2-day workshop sponsored by the Human Resource Planning Society in Miami, FL.
- Rothwell, W. (2001, November 10). *The future of OD*. Served as facilitator for a thought leader session of the OD network in Vancouver, British Columbia.
- Rothwell, W. (2001, November 5). *The supervisory leader: Handling conflict and discipline: Keeping people on track*. Presented the eighth of 10 full-day workshops in supervisory leadership for 25 supervisors of the University of Pittsburgh Medical Center (UPMC) in Pittsburgh, PA.
- Rothwell, W. (2001, November 4). *The supervisory leader: Controlling: Tracking plans with actions*. Presented the seventh of 10 full-day workshops in supervisory leadership for 25 supervisors of the University of Pittsburgh Medical Center (UPMC) in Pittsburgh, PA.
- Rothwell, W. (2001, November 1). *Effective succession planning: Ensuring leadership continuity and building talent from within*. Presented a 1-day workshop to State government officials for Penn State Harrisburg.
- Rothwell, W. (2001, October 23). *Developing your future workforce: The abcs of developing a succession management system from scratch*. Presented a 1-day workshop in Oakland, CA.
- Rothwell, W. (2001, October 22). *Developing your future workforce: The abcs of developing a succession management system from scratch*. Presented a 1-day workshop in Oakland, CA.
- Rothwell, W. (2001, October 18-19). *The role of evaluator*. Presented a 2-day workshop for the State System of Higher Education in Pittsburgh, PA.
- Rothwell, W. (2001, October 17). *The supervisory leader: Evaluating: Tracking the results of human efforts*. Presented the sixth of 10 full-day workshops in supervisory leadership for 25 supervisors of the University of Pittsburgh Medical Center (UPMC) in Pittsburgh, PA.

- Rothwell, W. (2001, October 11). *The supervisory leader: Budgeting: Managing Finance and resources*. Presented the fifth of 10 full-day workshops in supervisory leadership for 25 supervisors of the University of Pittsburgh Medical Center (UPMC) in Pittsburgh, PA.
- Rothwell, W. (2001, October 5). *The supervisory leader: Staffing: Building human resources*. Presented the fourth of 10 full-day workshops in supervisory leadership for 25 supervisors of the University of Pittsburgh Medical Center (UPMC) in Pittsburgh, PA.
- Rothwell, W. (2001, September 28). *The supervisory leader: Directing: Implementing plans*. Presented the third of 10 full-day workshops in supervisory leadership for 25 supervisors of the University of Pittsburgh Medical Center (UPMC) in Pittsburgh, PA.
- Rothwell, W. (2001, September 11-12). *The action learning workshop*. Delivered a 2-day session to the U.S. Department of Labor in Washington, DC.
- Rothwell, W. (2001, September 11 & 12). *The action learning workshop: How to get work results while developing individuals*. Presented 2 full days of training to members of the Employment and Training Administration of the U.S. Department of Labor in Washington, DC.
- Rothwell, W. (2001, September 6). *The supervisory leader: Supervision and leadership: Exerting positive influence and leading people*. Presented the first of 10 full-day workshops in supervisory leadership for 25 supervisors of the University of Pittsburgh Medical Center (UPMC) in Pittsburgh, PA.
- Rothwell, W. (2001, August 28). *What should organizations do about succession management?* Facilitated a full-day session with the American Red Cross in Washington, DC in planning the organization's succession management efforts.
- Rothwell, W. (2001, August 23). *What is training at AccuWeather?* Provided the opening remarks on state-of-the-art corporate training practice for executives at AccuWeather in State College, PA to facilitate the launch of a professional development program for the organization.
- Rothwell, W. (2001, August 22). *A facilitated session to design a certification for mail center managers and professionals*. Co-facilitated a full-day session with ASTD National Vice President Greta Kolter with representatives of private and public sector organizations attempting to develop a professional certification program for managers of mail center facilities, hosted by the U.S. Postal Service at the Bolger Leadership Center in Washington, DC.
- Rothwell, W. (2001, August 16 & 17). *Workplace learning and performance: The roles of the intervention implementor and change leader*. Facilitated a 2-day workshop for The State System of Higher Education in Pittsburgh, PA.
- Rothwell, W. (2001, August 14). *What are self-directed work teams?* Facilitated a meeting with managers at the Conoco oil refinery in Houston, TX.
- Rothwell, W. (2001, August 10). *Building your competence in workplace learning and performance*. Presented a full-day workshop for the Capital Chapter of the American Society for Training and Development in Harrisburg, PA.
- Rothwell, W. (2001, August 9). *What is the future of workplace learning and performance?* A 1-hour presentation to the Capital Chapter of the American Society for Training and Development in Harrisburg, PA.



- Rothwell, W. (2001, August 8). *How should organizations manage a corporate strategic plan for HRD?* Presented a full-day session for managers of training of Corning, Inc. (from Corning NY) in State College, PA.
- Rothwell, W. (2001, August 7). *The challenge of synergistic change efforts.* Presented a 1-hour session for the U.S. Department of Labor in Washington, DC.
- Rothwell, W. (2001, August 1). *Launching graduate HRD programs in the People's Republic of China: A case study on the results of a business-education partnership.* Presented a 60-minute session for a group of Taiwanese University visitors to the University Park campus.
- Rothwell, W. (2001, July 11). *The competency modeling process for LandAmerica.* A facilitated session delivered in Richmond, VA for Executive Officers of the company.
- Rothwell, W. (2001, June 18). *The competency modeling process for LandAmerica.* A facilitated session delivered in Philadelphia, PA for Senior Officers of the company.
- Rothwell, W. (2001, June 11). *Competency modeling: The basics.* A presentation delivered to the Senior Executives of LandAmerica in Dallas, TX.
- Rothwell, W., & Webster, L. (2001, June 5). *Launching graduate HRD programs in the People's Republic of China: A case study on the results of a business-education partnership.* Presented a 90-minute concurrent session at the International Conference of The American Society for Training & Development in Orlando, FL.
- Rothwell, W., Hohne, C., & King, S. (2001, June 4). Chat with the author: *Human performance improvement: Building practitioner competence.* Presented a 90-minute concurrent session at the International Conference of The American Society for Training & Development in Orlando, FL.
- Rothwell, W. (2001, May 24). *Revisiting the essentials of succession management.* Presented an invited, keynote address at the Linkage, Inc. Succession Management Forum in Anaheim, CA.
- Rothwell, W. (2001, May 11). *Launching a trainer certification program.* Facilitated a full-day session in Singapore for the Singapore Training and Development Association and The American Society for Training and Development.
- Rothwell, W. (2001, May 10). *Effective succession planning and career development.* Facilitated a 3-hour presentation to the CEO, senior managers and human resource executives at Singapore Airlines in Singapore.
- Rothwell, W. (2001, May 3-4). *Workplace learning and performance: The roles of the intervention selector and intervention designer and developer.* Facilitated a 2-day workshop for The State System of Higher Education in Pittsburgh, PA.
- Rothwell, W. (2001, April 5). *Learning the ABCs of Mentoring.* Presented a 3-hour session to 50 schoolteachers of Camden County Technical Schools in Mount Laurel, NJ.
- Rothwell, W. (2001, April 5). *Mentoring from A to Z: The Teacher's Role.* Presented a 1-hour session at a schoolteacher's conference hosted by Camden County Technical Schools in Mount Laurel, NJ.
- Rothwell, W. (2001, March 28-30). *Human performance improvement. Course one.* Facilitated 3 days of training for the Pennsylvania Department of Transportation (PennDOT) for the Management Development group at Penn State at the Ramada Inn in State College, PA.

- Rothwell, W. (2001, March 22-24 & April 26-28). *Managing, leading, and building relationships for outreach & cooperative extension*. Served as lead facilitator for a 40-contact-hour professional development experience for selected members of the staff of outreach and cooperative extension of The Pennsylvania State University at the Penn Stater.
- Rothwell, W. (2001, March 13-15). *Human performance improvement. Course one*. Facilitated 3 days of training for the Pennsylvania Department of Transportation (PennDOT) for the Management Development group at Penn State at the Penn Stater.
- Rothwell, W. (2001, March 12). *Effective succession management: The ABCs of developing a succession management system from scratch*. A full-day workshop delivered to 14 local governments in Virginia Beach, VA.
- Rothwell, W. (2001, March 5). *The strategic HR leader: How to prepare your organization for the 6 key trends shaping the future*. A full-day workshop delivered to the Illinois State Police in Springfield, IL.
- Rothwell, W. (2001, February 22). *Creating a learning and development culture*. Presented a 90-minute keynote session for the Marcus Evans HR Conference in Beijing, People's Republic of China.
- Rothwell, W. (2001, February 22). *Successful planning of a HR system for organization development from a partner's point of view*. Presented a 90-minute keynote session for the Marcus Evans HR Conference in Beijing, People's Republic of China.
- Rothwell, W. (2001, February 13-15). *An overview of organization development and change management*. Presented a 3 day session at the University of Alabama.
- Rothwell, W. (2001, February 9). *Briefing on the state of the art in training*. A 3-hour presentation delivered at AccuWeather in State College, PA.
- Rothwell, W. (2001, February 8). *A job mapping effort for the mail center manager certification program*. Facilitated a session for the American Society for Training and Development at the Bolger Leadership Development Center, U.S. Postal Service, Washington, DC.
- Rothwell, W. (2001, January 22-23). *Workplace learning and performance: Overview of WLP and the roles of the WLP manager and analyst*. Presented training for the State System of Higher Education in Pittsburgh, PA.
- Rothwell, W. (2001, January 18). *A report on workplace learner competencies*. Presented a 1-hour presentation to the faculty and staff of Wayne State University, Detroit.
- Rothwell, W. (2001, January 12-13 & February 2-3 & February 16-17). *Strategic planning for human resource development*. Presented training at St. John Fisher College in Rochester, NY.
- Rothwell, W. (2001, January 9-11). *Human performance improvement. Course one*. Facilitated 3 days of training for the Pennsylvania Department of Transportation (PennDOT) for the Management Development group at Penn State at the Penn Stater.
- Rothwell, W. (2000, December 12). *Effective on-the-job training and mentoring*. Presented a full-day workshop at Duquesne University in Pittsburgh, PA.
- Rothwell, W. (2000, December 11). *Establishing a systematic training function at AccuWeather*. Conducted a 2-hour presentation for senior executives of this company.
- Rothwell, W. (2000, November 28). *What are the job duties of the mail center manager?* Facilitated a full-day workshop to map the job of mail center manager for the U.S. Postal Service at the Bolger Leadership Center in Washington, DC.

- Rothwell, W. (2000, November 24). *Developing the high performance workplace*. Conducted a full-day workshop at the Regional Language Center (RLC) in Singapore for the Singapore Training and Development Association.
- Rothwell, W. (2000, November 22). *What is the high performance workplace?* Presented a 90-minute presentation for the members of the Singapore Training and Development Association (STADA) in an evening networking meeting in Singapore.
- Rothwell, W. (2000, November 22). *What is the high performance workplace?* Served as a guest on a radio talk show about the high performance workplace from noon to 1 p.m. in the program "The Living Room" in Singapore.
- Rothwell, W. (2000, November 21). *How are trainers certified?* Presented a half-day facilitated session to members of the Singapore Training and Development Association (STADA) in Singapore.
- Kotler, T., & Rothwell, W. (2000, October 9). *PMA education needs assessment*. Presented the results of a national membership training needs assessment to the senior managers of the Product Management Association (PMA) in Newark, DE.
- Rothwell, W. (2000, October 7). *Incorporating succession management into the strategic planning process*. A 3-hour session presented to business people for Eckerd College, St. Petersburg, FL.
- Dubois, D., & Rothwell, W. (2000, October 26). *The basics of competency modeling*. A 75-minute concurrent session held at the HR Conference, University of Alabama, in Tuscaloosa, AL.
- Rothwell, W. (2000, October 26). *Organization development: Your role in leading organizational change*. A 75-minute concurrent session held at the HR Conference, University of Alabama, in Tuscaloosa, AL.
- Rothwell, W. (2000, October 25). *Cutting-edge organization development: Emerging practices in leading organizational change*. A full-day preconference workshop presented for the HR Conference, University of Alabama, in Tuscaloosa, AL.
- Rothwell, W. (2000, October 5). *Measuring the effectiveness of your succession planning process: Building an action plan*. One hour presentation for the Linkage Succession Management Research Study held in Naples, FL.
- Rothwell, W. (2000, October 4). *Effective succession planning and management: The essentials*. Two hour presentation for the Linkage Succession Management Research Study held in Naples, FL.
- Rothwell, W. (2000, October 4). *Effective succession management: Building winning systems for identifying and developing talent*. One hour presentation for the Linkage Succession Management Research Study held in Naples, FL.
- Rothwell, W. (2000, August 8-9). *Building in-house leadership and management development programs*. Two days of questions and answers with the staff of the Leadership Development Department at USAA in San Antonio, TX.
- Rothwell, W. (2000, July 3-5). *Building essential competencies in training and development*. Presented a 3-day training program in Beijing, China.
- Rothwell, W. (2000, June 30). *Building in-house leadership and management development programs*. A full-day workshop delivered in Shenzhen, China.
- Rothwell, W. (2000, June 29). *Building the high performance workplace*. A full-day workshop delivered in Shenzhen, China.

- Rothwell, W. (2000, June 27). *Building effective in-house leadership and management development programs*. A presentation delivered at the exclusive Chang An Club in Beijing, China.
- Rothwell, W. (2000, June 27). *What is organization development as a strategy for organizational change?* A presentation delivered to the Beijing Trainer's Network in Beijing, China.
- Rothwell, W. (2000, June 26-27). *Implementing training: Delivering and facilitating training*. Taught a 2-day class, 8 hours per day, for Masters' students in the HRM program at Beijing University in Beijing, China.
- Rothwell, W. (2000, June 24-25). *Designing and developing effective training*. Taught a 2-day class, 8 hours per day, for Masters' students in the HRM program at Beijing University in Beijing, China.
- Rothwell, W. (2000, June 22-23). *Analyzing performance problems, assessing training needs, and evaluating HRD results*. Taught a 2-day class, 8 hours per day, for Masters' students in the HRM program at Beijing University in Beijing, China.
- Rothwell, W. (2000, June 20-21). *Introduction to human resource development*. Taught a 2-day class, 8 hours per day, for Masters' students in the HRM program at Beijing University in Beijing, China.
- Rothwell, W. (2000, June 16). *Succession management issues, problems and concerns organizations are facing*. A 90-minute facilitated discussion led by William J. Rothwell at the Linkage, Inc. Succession Management Conference in Washington, DC.
- Rothwell, W. (2000, June 14). *Effective succession planning: The ABCs of developing a succession management system from scratch*. A full-day workshop for 62 people at the Linkage, Inc. Succession Management Conference in Washington, DC.
- Rothwell, W. (2000, June 12). *An overview of succession planning*. A presentation to the senior executives of the Texas Department of Public Welfare in Austin, TX.
- Rothwell, W. (2000, March 25-29). *An introduction to multimedia and distance education: Advanced principles of instructional design*. Presented at Beijing University to Executive MBA students.
- Rothwell, W. (2000, March 24). *Applied organization development*. Presented at Motorola University in Tianjin Economic Development Area (T.E.D.A.), Tianjin, China.
- Rothwell, W. (2000, March 24). *Strategic planning for human resource development*. Presented at Motorola University in Tianjin Economic Development Area (T.E.D.A.), Tianjin, China.
- Rothwell, W. (2000, March 23). *Advanced principles of training and development: Human performance improvement and performance consulting*. Presented at Motorola University in Tianjin Economic Development Area (T.E.D.A.), Tianjin, China.
- Rothwell, W. (2000, March 23). *Planning your career*. Presented at Motorola University in Tianjin Economic Development Area (T.E.D.A.), Tianjin, China.
- Rothwell, W. (2000, March 22). *Conducting training needs assessment*. Presented at Motorola University in Tianjin Economic Development Area (T.E.D.A.), Tianjin, China.
- Rothwell, W. (2000, March 19 & 26). *Planning your career*. 2 presentations of 2 hours each. Presented at Beijing University to Executive MBA students.
- Rothwell, W. (2000, March 18-21). *An introduction to human performance improvement and performance consulting*. Presented at Beijing University to Executive MBA students.
- Rothwell, W. (2000, March 16). *What is human resource development in the U.S.A, and*

- why is it important?* Presented to the MBA Association of Nankai University in Tianjin, China.
- Rothwell, W. (2000, March 4 & February 26-29). *An introduction to organization development*. Presented at Beijing University to Executive MBA students.
- Rothwell, W. (2000, March 8-11 & March 5). *Designing and developing career development systems*. Presented at Beijing University to Executive MBA students.
- Rothwell, W. (2000, March 13-17). *An introduction to multimedia and distance education*. Presented at Nankai University in Tianjin, China to MBA students.
- Rothwell, W. (2000, March 6-7 & 1-3). *Designing and developing career development systems*. Presented at Nankai University in Tianjin, China to Executive MBA.
- Rothwell, W. (2000, January 28). *The manager as facilitator*. Presented a full-day workshop to the senior leaders of News Printing Company, Inc. in Roaring Spring, PA.
- Rothwell, W. (2000, January 7 & 8, January 21 & 22, and April 28 & 29). *Strategic planning for HRD*. Taught a 4-credit graduate class, the capstone program, in the Master's program at St. John Fisher College, Rochester, NY as a faculty member.
- Kotler, G., Sanders, E., Rothwell, W., & Galagan, P. (1999, December 15). *Competencies: What do they mean for today's human resource professional?* Live WEB broadcast. Presented as part of a panel for 90 minutes to 200 people globally as part of a videoconferenced Web broadcast from Alexandria, VA. Presented with Greta Kotler, then Acting National President of the American Society for Training and Development.
- Rothwell, W. (1999, November 17-20). *An introduction to human resource management*. Presented at Beijing University to Executive MBA students.
- Rothwell, W. (1999, November 17 & 19). *Making the most of executive development: How do executives learn, and how can you use knowledge of executive learning theory to conduct exciting executive development sessions?* An invited presentation (in the evening) to the Dean and faculty of the Business School, Beijing University, Beijing, China.
- Rothwell, W. (1999, November 13 & 6-9). *Strategic planning for human resource development: The capstone*. Presented at Beijing University to Executive MBA students.
- Rothwell, W. (1999, November 10-12 & 15-16). *An introduction to human performance improvement and performance consulting*. Presented at Nankai University in Tianjin, China to MBA students.
- Rothwell, W. (1999, November 1-5). *An introduction to human resource management*. Presented at Nankai University in Tianjin, China to MBA students.
- Kolb, J. & Rothwell, W. (1999, November 4). *Involving students in a community needs assessment project: Putting skills to work*. A presentation at the 85th Annual Meeting of the National Communication Association in Chicago, IL.
- Rothwell, W. (1999, October 28). *The basics of competency modeling*. Presented a 90-minute concurrent session at the Regional HR Conference at the University of Alabama in Tuscaloosa, AL.
- Rothwell, W. (1999, October 27). *The strategic HR leader*. A full-day preconference seminar at the University of Alabama in Tuscaloosa, AL.
- Rothwell, W. (1999, October 25). *Writing effective case studies: Designing, developing and using effective case studies in training*. A full-day seminar presented to the professional trainers at the Susquehanna Steam Electric Station in Berwick, PA.

- Rothwell, W., & Taylor, M. (1999, October 12). *A wakeup call for HR*. An invited luncheon keynote address at the Conference Board HR Conference at the Waldorf-Astoria in New York City.
- Rothwell, W. (1999, October 12). *Shaping the future: Thoughts on six key trends*. A presentation to the members of the Westchester, NY chapter of the American Society for Training and Development in Westchester, NY.
- Rothwell, W. (1999, August 16-20). *Introduction to organization development*. Presented at Nankai University in Tianjin, China to MBA students.
- Rothwell, W. (1999, August 9-13). *Strategic planning for human resource development*. Presented at Nankai University in Tianjin, China to MBA students.
- Rothwell, W. (1999, August 2-6). *Implementing training: Delivering and facilitating training*. Presented at Nankai University in Tianjin, China to MBA students.
- Rothwell, W. (1999, August 1, 7-8 & 14-15). *Implementing training: Delivering and facilitating training*. Presented at Beijing University to Executive MBA students.
- Rothwell, W. (1999, July 27-31). *Designing and developing effective training*. Presented at Beijing University to Executive MBA students.
- Rothwell, W. (1999, July 19-23). *Designing and developing effective training*. Presented at Motorola University to Training and Development professionals in Beijing, PRC.
- Rothwell, W. (1999, July 17-18, 24-25 & 26). *Analyzing performance problems, assessing training needs & evaluating HRD results*. Presented at Beijing University to Executive MBA students.
- Rothwell, W. (1999, July 12-16). *Designing and developing effective training*. Presented at Nankai University in Tianjin, China to MBA students.
- Rothwell, W. (1999, July 5-9). *Analyzing performance problems and training needs*. Presented at Motorola University to Training and Development professionals in Beijing, PRC.
- Rothwell, W., & Prescott, R. (1999, June 2). *Shaping the future: Thoughts on 6 key trends*. Invited opening keynote presentation at the William M. Mercer, Incorporated Global Human Resources Conference in Dallas, TX.
- Rothwell, W. (1999, May 21). *Briefing session: The ASTD models for workplace learning and performance*. A presentation at the International Conference of the American Society for Training and Development in Atlanta, GA.
- Rothwell, W. (1999, April 22). *Strategies for recruitment, interviewing & appraising performance*. Served as invited speaker for the Fayette HR Network, Fay-Penn Economic Development Council, The Central Fayette Chamber of Business & Industry, and Penn State Fayette Campus in Uniontown, PA.
- Rothwell, W. (1999, April 12). *Human performance improvement: Building a high performance workplace*. As invited speaker, presented at the Manufacturing Modernization Forum in Pittsburgh, PA.
- Rothwell, W. (1999, April 1). *Attracting and retaining a frontline workforce*. As invited speaker, presented at the Food Conference sponsored by the Ben Franklin Technology Center in Harrisburg, PA.
- Rothwell, W. (1999, March 24). *The five generations of the training field: Implications for the future of adult education and workforce development*. As invited speaker, presented at Buffalo State College in Buffalo, NY.

- Rothwell, W. (1999, March 23). *Making the most of individual development planning: Whose job is it?* Keynoted the Linkage, Inc. Succession Management Conference in New Orleans. As an invited speaker, addressed 300 people.
- Rothwell, W. (1999, March 15-19). *Analyzing performance problems, assessing training needs & evaluating HRD results*. Presented at Nankai University in Tianjin, China to MBA students.
- Rothwell, W. (1999, March 6-7 & March 13 & 14). *Introduction to human resource development*. Presented at Beijing University to Executive MBA students under the sponsorship of Motorola University.
- Rothwell, W. (1999, March 8-12). *Introduction to human resource development*. Presented at Nankai University in Tianjin, China to MBA students.
- Spearly, J., Dilks, B., Rothwell, W., & Kolb, J. (1999, January 27). *A community-wide training needs assessment*. Facilitated a session in St. Marys, PA for a full day.
- Spearly, J., Rothwell, W., Daou, S., Perdue, W., & Wilson, F. (1999, January 25). *Developing a computer based training system at Osram Sylvania*. Presented a 60-minute presentation to the Outreach and Cooperative Extension Conference in State College, PA.
- Rothwell, W. (1998, October 30-November 1 & November 20-22). *Strategic planning for HRD*. Presented 2 full weekends at a graduate class (GHRD 520) at St. John Fisher College in Rochester, NY.
- Rothwell, W. (1998, November 9-13). *Transforming managers into change architects*. Served as program leader for a group of international executives, all from Rütgers AG (Essen, Germany), who were flown into State College, PA from all over the world. Hosted the group.
- Rothwell, W. (1998, November 10-11). *What is a high performance workplace, and how does it relate to change and to change management?* Presented a 1 1/2-day session for international executives, all from Rütgers AG (Essen, Germany), at Carnegie House in State College, PA.
- Rothwell, W. (1998, November 6). *Training at Offset Paperback Manufacturing*. Facilitated a 1/2-day retreat for key management and labor personnel at the Wilkes-Barre campus of Penn State University.
- Rothwell, W. (1998, November 4). *From building skills to changing cultures: Strategies and tactics*. Presented a 75-minute presentation to the Advisory Board members of the Institute for the Study of Business Markets, Smeal College of Business, Penn State University at the Rohm & Haas corporate headquarters in Philadelphia.
- Rothwell, W., Gerity, P., & King, M. (1998, October 28). *Community college workforce training and development professionals' competencies and development needs*. A presentation at the NCCET National Conference in Portland, OR.
- Rothwell, W. (1998, October 9). *Proving that training is worth its weight in gold: How to show return on your training investments*. A 5-hour presentation to members of PASHET (Pennsylvania Society of Health Educators and Trainers) in Harrisburg, PA.
- Rothwell, W. (1998, September 29). *So we know about trainer competencies, but what about learner competencies?* A 2-hour presentation to the Nittany Valley Chapter of ASTD in State College, PA.

- Rothwell, W. (1998, September 8). *What is workplace performance and human performance improvement?* Recorded a 1-hour radio show with David Jamieson as host on radio stations KCCF 1100 (Phoenix) and WALE 990 (Providence).
- Rothwell, W. (1998, September 2). *Developing the high performance workplace.* An invited and funded series of 4 30-minute short presentations at the High Performance Workplace Conference, sponsored by the State of Ohio and the Employee Union OCSEA at the Greater Columbus Conference Center.
- Rothwell, W. (1998, August 10). *Beyond training and development: Essentials of human performance improvement and the high performance workplace.* A 4-hour presentation at "The Motorola Story" one-day seminar in Beijing.
- Rothwell, W. (1998, August 3-7). *Advanced certificate in performance improvement: Program B.* Presented a 5-day Workshop in Beijing for Motorola University.
- Rothwell, W. (1998, July 31). *Beyond training and development: Essentials of human performance improvement and the high performance workplace.* A 4-hour presentation at "The Motorola Story" one-day seminar in Hong Kong.
- Rothwell, W. (1998, June 15-17). *The TOML initiative.* Conducted 6 focus groups with Motorola managers and executives for the TOML (Totality of Motorola Leadership) initiative to identify the key competencies for Motorola executives in Beijing, China.
- Rothwell, W. (1998, June 8-12). *Advanced certificate in performance improvement: Program A.* Presented a 5-day Workshop in Beijing for Motorola University.
- Rothwell, W. (1998, June 1). *ASTD briefing: ASTD models for workplace learning and performance.* Presented a 60-minute invited presentation to 200 people at the ASTD International Conference in San Francisco.
- Rothwell, W. (1998, May 4-6). *Creating the high performance workplace.* Served as faculty director for the Penn State University Smeal College of Business Administration and presented 2 of 3 days on the high performance workplace at the Penn Stater Conference Center in State College, PA.
- Rothwell, W. (1998, April 30). *Developing the high performance workplace.* Presented a 3-hour workshop to Pennsylvania School Superintendents at the Penn Stater Conference Center in State College, PA.
- Rothwell, W. (1998, April 28). *Building your HR capability: The DACUM method.* Presented a 90-minute presentation to the Gettysburg, PA Personnel Association.
- Rothwell, W., & Prescott, R. (1998, April 24). *Developing the high performance workforce.* Presented a 3-hour television show for the Executive Education Network--a closed circuit TV program--in Dallas, TX.
- Rothwell, W. (1998, April 18). *Mastering effective presentation skills.* Presented a 3-hour workshop at the Critical Issues in HRD: Driving Forces for Future Development Pro-Seminar Weekend at St. John Fisher College, Rochester, NY. [Invited speaker.]
- Rothwell, W. (1998, April 17). *Six key trends shaping change over the next ten years.* Presented a 3-hour workshop at the Critical Issues in HRD: Driving Forces for Future Development Pro-Seminar Weekend at St. John Fisher College, Rochester, NY. [Invited speaker.]
- Rothwell, W. (1998, March 24). *Making the move from trainer to performance consultant.* Presented a 60-minute dinner-meeting presentation to the Pittsburgh Chapter of ASTD.



- Rothwell, W. (1998, March 24). *Developing the high performance workplace*. Presented a one-day seminar at the Community College of Allegheny County, Pittsburgh, to a group of 45 practitioners from business and industry.
- Rothwell, W. (1998, March 12). *Competency-based human performance improvement*. Presented a 90-minute session to the Harrisburg, PA Chapter of the American Society for Training and Development.
- Rothwell, W. (1998, March 11). *Developing the high performance workforce*. Presented a 20-minute video session for viewers of the Executive Television Network in State College, PA.
- Rothwell, W. (1998, February 16-17). *Demonstrating ROI in the community college system*. Facilitated a 2-day workshop for selected community college system representatives for the Board of Regents for Ohio in Columbus, OH.
- Rothwell, W. (1998, February 11). *Understanding the high performance workplace*. Presented a 3-hour satellite television broadcast for viewers of the Executive Television Network in Dallas, TX as Session 2 of the course *Implementing human resource systems*.
- Rothwell, W. (1998, January 7). *Facilitating Effective Meetings*. A 60-minute invited presentation to Leadership Centre County, State College, PA.
- Rothwell, W. (1997, November 10-12). *Manager as facilitator*. A 1-day workshop at the Penn Stater Conference Center, State College, PA.
- Rothwell, W. (1997, October 28). *Transforming HR: Moving from a traffic cop to performance improvement consultant*. A 75-minute presentation at the Institute for International Research Conference "Identifying and developing competencies for the future human resource professional" in Chicago, IL.
- Rothwell, W. (1997, October 21). *Proving that training is worth its weight in gold: How to show return on your training investments*. A 60-minute presentation to members of the Nittany Valley Chapter of ASTD in State College, PA.
- Rothwell, W. (1997, October 6). *Using the ASTD models for human performance improvement*. A 60-minute computer on-line conference on ASTD Online.
- Rothwell, W. (1997, October 2). *Using the ASTD models for human performance improvement*. A 60-minute computer on-line conference on ASTD Online.
- Rothwell, W. (1997, September 23). *Developing the high-performance workplace*. A 75-minute presentation to visiting school executives from Brazil at the Penn State Scanticon, State College, PA.
- Rothwell, W. (1997, September 18). *The professional development needs of campus-based continuing education professionals at Penn State: The results of a survey and selected recommendations*. A 1-hour presentation at the Penn State Scanticon, State College, PA.
- Rothwell, W., and Soper, J. (1997, July 7-11). *Analyzing performance problems and training needs*. A 5-day workshop presented to the training staffs of 22 multinational corporations in Beijing, China.
- Rothwell, W., and Soper, J. (1997, July 14-18). *Analyzing performance problems and training needs*. A 5-day workshop presented to the training staffs of 22 multinational corporations in Tianjin, China.

- Rothwell, W., and Soper, J. (1997, July 21-25). *Designing and developing effective training*. A 5-day workshop presented to the training staffs of 22 multinational corporations in Beijing, China.
- Rothwell, W., and Soper, J. (1997, July 28-August 1). *Analyzing performance problems and training needs*. A 5-day workshop presented to the training staffs of 22 multinational corporations in Tianjin, China.
- Rothwell, W., and Soper, J. (1997, August 11-15). *Analyzing performance problems and training needs*. A 5-day workshop presented to the training staffs of 22 multinational corporations in Shanghai, China.
- Rothwell, W., and Soper, J. (1997, August 17-21). *Designing and developing effective training*. A 5-day workshop presented to the training staffs of 22 multinational corporations in Shanghai, China.
- Rothwell, W. (1997, June 17). *Understanding the high performance workplace*. Presented a 3-hour satellite television broadcast for viewers of the Executive Television Network in Dallas, TX as Session 2 of the course *Implementing human resource systems*.
- Rothwell, W. (1997, June 12). *TeamBuilding Session*. Facilitated a 2 1/2-hour Teambuilding session in State College, PA with faculty, staff and students on the Healthcare project of Virginia Commonwealth University.
- Rothwell, W. (1997, June 11). *Team concept symposium*. Served on a blue ribbon panel for a daylong workshop to help General Motors and the United Auto Workers to establish teams companywide. Pontiac, Michigan.
- Rothwell, W. (1997, May 26 & June 2). *Designing effective training*. Presented 2 1/2-day Workshops to 30 people in-house to manufacturer Atotech-Chemcut in State College, PA.
- Rothwell, W., & Soper, J. (1997, May 19). *Workplace learning and performance competencies: The ASTD models for workplace learning and performance*. A 90-minute invited presentation delivered at the ASTD International Conference in Washington, DC.
- Rothwell, W., & Soper, J. (1997, May 11 & 12). *Human resource management: Strategy in action*. A 2-day workshop presented in the Executive Development Program entitled "Implementing Human Resource Systems" for the Smeal College of Business Administration, Penn State University, in State College, PA.
- Rothwell, W. (1997, April 16). *Setting the stage for measuring the value of training*. A 2-hour invited and funded keynote presentation to 100 people at the Spring Conference 1997 "Building Your Capacity Through Our Network Initiatives" for the Ohio Board of Regents in Columbus, OH.
- Rothwell, W. (1997, April 15). *What do trainers do? Visions of the past, present and future*. A 1-day workshop delivered to the Service Technician Trainers of Ford Motor Co. at the Penn State Scanticon in State College, PA.
- Rothwell, W. (1997, March 8). *An update on **The International Journal of Training and Development***. A refereed presentation at The Academy of Human Resource Development Conference in Atlanta, GA.
- Rothwell, W. (1997, March 8). *Determining the labor demand and development needs of HR/HRD professionals in China*. A refereed presentation at The Academy of Human Resource Development Conference in Atlanta, GA.

- Rothwell, W. (1997, February 19). *A 21st century vision of strategic human resource management*. A 30-minute presentation to the Blair County Chapter of the Society for Human Resource Management to a group of 80 people in Altoona, PA.
- Rothwell, W. (1997, February 11-13). *The systematic assessment of training needs*. A 3-day workshop, funded by the Southwestern Pennsylvania Industrial Resource Center (SPIRC), at Allegheny Community College in Pittsburgh, PA. [Funded as a 3-day presentation for \$15,000]
- Rothwell, W. (1997, January 31). *Emerging challenges in human resource management*. A 90-minute presentation to the Pittsburgh, PA Chapter of the Human Resource Planning Society.
- Rothwell, W., & Dubois, D. (1996, December 9-10). *Defining the role of supervisor at Roberts Express*. A 2-day workshop held at the corporate headquarters of Roberts Express in Akron, OH.
- Rothwell, W. (1996, December 11). *Team facilitation competencies*. A 1 1/2-hour presentation to the Total Quality Council of Central Pennsylvania, a division of the Centre County Business and Industry Council in State College, PA.
- Rothwell, W., & Soper, J. (1996, December 10). *The ASTD models for reinventing HRD*. A 3-hour presentation to the internal advisory board on competency assessment at the national headquarters of the American Society for Training and Development in Alexandria, VA.
- Rothwell, W. (1996, November 25-27). *A workshop on training needs assessment and training evaluation*. A 3-day workshop to the 25 trainers of KHP Services, Inc. in Harrisburg, PA.
- Rothwell, W. (1996, November 22). *Needs of HR and HRD professionals in China and strategies for meeting the needs*. A 2-hour presentation to 30 representatives of 22 multinational corporations at the headquarters of Motorola University in Beijing China.
- Rothwell, W. (1996, November 21). *A description of the training professional's job*. A 1/2-day presentation to 17 faculty members and administrators of Peking University and Nankai University in Beijing, China at Peking University.
- Rothwell, W. (1996, September 4). *Update on strategies for developing continuing educators*. A 1-hour invited presentation to the Directors of Continuing Education in the Universities of the Commonwealth of Pennsylvania.
- Rothwell, W. (1996, November 8). *What trends are driving human resources management?* A 15-minute presentation to participants in the Smeal College of Business Administration's Executive Program for Human Resource Managers in State College, PA.
- Rothwell, W. (1996, October 29). *A 21st century vision of strategic human resources management*. A presentation at the Pittsburgh Personnel Association's Annual Conference. [This funded and invited session was delivered twice in back-to-back sessions.]
- Rothwell, W. (1996, September 5). *Transforming trainers into human performance improvement specialists*. A 2-hour invited presentation to the faculty and administrators of the Management Development division, Continuing and Distance Education, The Pennsylvania State University.

- Rothwell, W. (1996, September 4). *Strategies for developing continuing educators*. A 2-hour invited presentation to the Directors of Continuing Education in the Universities of the Commonwealth of Pennsylvania.
- Rothwell, W. (1996, August 24). *An academic degree program in training/instructional design*. A 1-hour presentation to 32 representatives of 22 multinational corporations in Beijing, China. [Invited presentation with the trip funded by Motorola University.]
- Rothwell, W. (1996, August 14). *Linking HRD and strategy*. A 1-day workshop presented for the University of Alabama, Certificate in Training and Development, in Tuscaloosa, AL.
- Rothwell, W. (1996, August 12 & 13). *Design and development of training programs*. A 2-day workshop presented for the University of Alabama, Certificate in Training and Development, in Tuscaloosa, AL.
- Rothwell, W. (1996, July 29 & July 30). *Emerging global competencies for HRD professionals*. A presentation at the Summer Institute of Nova Southeastern University in Tucson, AZ. [Two 60-minute presentations on different days.] [Funded trip.]
- Rothwell, W. (1996, July 15-17). *ROI for training: Measure results and ensure learning transfer*. A 3-day workshop presented for the American Management Association in New York City.
- Rothwell, W. (1996, June 24). *A 21st century vision of strategic human resources management*. A presentation at International Society for Human Resource Management Conference in Chicago, IL. Sponsored by SHRM and CCH, Inc. [This funded and invited session was delivered twice in back-to-back sessions.]
- Brock, M., Dean, P., Robinson, J., Rosenberg, M., & Rothwell, W. (1996, June 5). *Introducing the ASTD models for human performance improvement: Roles, competencies and outputs*. An invited and funded panel discussion at the International ASTD Conference in Orlando, FL.
- Rothwell, W., & Dubois, D. (1996, June 3). *Helping your organization become a high-performance workplace*. A presentation delivered at the ASTD International Conference in Orlando, FL.
- Rothwell, W. (1996, May 13-14). *Leadership development programs: Cultivating in-house leadership talent*. A 2-day workshop delivered for The Royal Bank of Trinidad and Tobago and the American Management Association in Port of Spain, Trinidad.
- Rothwell, W. (1996, May 3). *Strategies for determining the return on training investments*. A presentation at the American Management Association National Human Resources Conference in Las Vegas.
- Rothwell, W. (1996, May 2). *Transforming trainers into human performance improvement specialists: Core competencies for success*. A presentation at the American Management Association National Human Resources Conference in Las Vegas.
- Rothwell, W. (1996, March 3). *A survey about training needs assessment practices in selected organizations: Summary of results*. A presentation at the Academy of Human Resource Development (AHRD) Annual Conference in Minneapolis, MN. [Refereed presentation.]
- Rothwell, W. (1996, March 1). *Introducing the international journal of training and development*. A presentation at the Academy of Human Resource Development (AHRD) Annual Conference in Minneapolis, MN. [Refereed presentation.]

- Rothwell, W. (1996, March 1). *A survey about training evaluation practices in selected organizations: Summary of results*. A presentation at the Academy of Human Resource Development (AHRD) Annual Conference in Minneapolis, MN. [Refereed presentation.]
- Rothwell, W. (1996, February 23). *Rapid results assessment*. An invited and research-based full-day focus group session held at The Society for Human Resource Management National Headquarters in Alexandria, VA.
- Rothwell, W. (1995, November 9). *Methodology of The ASTD models for human performance improvement: Focus group*. An invited and research-based focus group session sponsored by The American Society for Training and Development in Alexandria, VA.
- Rothwell, W. (1995). *Assessing the training needs of international project managers*. A research-based focus group session held at the International headquarters of CARE in Atlanta, GA.
- Rothwell, W. (1996, February 22). *The future of human resource management*. A presentation to the Centre County Human Resources Association in State College, PA.
- Rothwell, W. (1996, January 30). *Writing a winning book proposal: It's easier than you might think*. A presentation to the faculty of the College of Education in State College, PA.
- Rothwell, W. (1996, January 22). *Strategies for managing today's business meetings*. A 1/2-day workshop delivered to the staff and administrators of the Division of Continuing and Distance Education in State College, Pa. [Invited & funded]
- Rothwell, W. (1996, January 22-24). *Building small group facilitator competencies*. A 2 1/2-day workshop delivered to the staff and administrators of the Division of Continuing and Distance Education in State College, Pa. [Invited & funded]
- Rothwell, W. (1995, November 13-14). *Leadership development programs: Cultivating in-house leadership talent*. A 2-day workshop sponsored by The American Management Association in San Francisco, CA.
- Rothwell, W. (1995, October 16-17). *Leadership development programs: Cultivating in-house leadership talent*. A 2-day workshop sponsored by The American Management Association in Hilton Head, SC.
- Rothwell, W. (1995, October 11). *Human resource management professionals facing new challenges*. A presentation delivered to the Williamsport Chapter of the Society for Human Resource Management in Williamsport, PA.
- Rothwell, W. (1995, October 5). *Problem-based learning: Using case studies as a teaching tool*. A presentation delivered through Penn State's Division of Distance and Continuing Education, the College of Education and the Center for Professional Development in Vocational Education in State College, PA.
- Rothwell, W. (1995, September 11-12). *Leadership development programs: Cultivating in-house leadership talent*. A 2-day workshop sponsored by The American Management Association in New York City, NY.
- Rothwell, W. (1995, June 14). *Building leadership for total quality*. A 4-hour presentation delivered to the Total Quality Council of Central Pennsylvania in State College, PA.
- Rothwell, W. (1995, June 7). *Reinventing HRD*. A 90-minute concurrent session at the ASTD International Conference in Dallas, TX.
- Rothwell, W., & Brock, M. (1995, June 4). *Exploring competencies for success in HRD*. A 60-minute roundtable discussion at the ASTD International Conference in Dallas, TX.

- Dubois, D., & Rothwell, W. (1995, June 3). *Helping your organization become a high performance workplace*. A 90-minute presentation at the ASTD Preconference Healthcare Symposium in Dallas, TX.
- Rothwell, W. (1995, May 23-24). *Leadership development programs: How to cultivate in-house talent*. A workshop delivered at the American Management Association seminar center in Atlanta, GA.
- Rothwell, W. (1995, April 24-25). *Leadership development programs: How to cultivate in-house talent*. A workshop delivered at the American Management Association seminar center in Chicago, IL.
- Rothwell, W. (1995, March 13-14). *Leadership development programs: How to cultivate in-house talent*. A workshop delivered at the American Management Association seminar center in Washington, D.C.
- Rothwell, W. (1995, March 3). *How do selected HRD professionals view the state of the succession planning art?* A presentation delivered at the Academy of Human Resource Development Conference in St. Louis, MO.
- Rothwell, W. (1995, March 3). *Performance technology: Isn't it time we found some new models?* A presentation delivered at the Academy of Human Resource Development Conference in St. Louis, MO.
- Rothwell, W. (1995, March 3). *Meet the author: Effective succession planning*. A hosted breakfast session at the Academy of Human Resource Development Conference in St. Louis, MO.
- Rothwell, W. (1995, January 30). *Writing a winning book proposal: It's easier than you might think*. A presentation to the faculty of the College of Education of Penn State University in University Park, PA.
- Rothwell, W. (1994, November 28-30). *Training needs assessment*. A 2-day workshop delivered at The American Management Association seminar headquarters in Chicago, IL.
- Rothwell, W. (1994, November 16). *How do you motivate and cultivate leadership talent after downsizing?* An invited 30-minute presentation to the Centre County Personnel Association in State College, PA.
- Rothwell, W. (1994, October 27). *The corporate approach to competency assessment*. An invited 30-minute keynote address delivered to an estimated 100 participants at the Northeast Educational Research Association (NERA) in Ellenville, NY.
- Rothwell, W. (1994, October 27). *Structured on-the-job training: A review of the literature and recommendations for future research*. An invited 90-minute presentation at the Northeast Educational Research Association (NERA) in Ellenville, NY. [Estimated audience: 28]
- Rothwell, W. (1994, October 3-4). *Leadership development programs: How to cultivate in-house talent*. A 2-day workshop delivered at The American Management Association seminar headquarters in Chicago, IL.
- Rothwell, W. (1994, September 12-13). *Leadership development programs: How to cultivate in-house talent*. A 2-day workshop delivered at The American Management Association seminar headquarters in Dallas, TX.

- Rothwell, W. (September 8, 1994). *Reinventing the training function*. A 60-minute presentation delivered to the Harrisburg, PA Chapter of the American Society for Training and Development in Harrisburg, PA.
- Rothwell, W. (1994, August 1-2). *Leadership development programs: How to cultivate in-house talent*. A 2-day workshop delivered at The American Management Association National Headquarters in New York City.
- Rothwell, W. (1994, July 20 & 21). *Leadership development programs: How to cultivate in-house talent*. A 2-day workshop delivered to 20 participants at the State College, PA office of the Private Industry Council of Central Pennsylvania.
- Rothwell, W. (1994, May 17). *Developing successful structured on-the-job training*. A 2-hour presentation to 78 people delivered at the International Conference of the American Society for Training and Development in Anaheim, CA.
- Rothwell, W. (1994, April 13). *How to install a management development program*. A presentation delivered at the American Management Association Human Resources Conference in San Francisco. [Approximately 40 people attended the session.]
- Rothwell, W. (1994, April 11). *Reengineering management development*. A 90-minute invited concurrent presentation delivered at the American Management Association Human Resources Conference in San Francisco. [Approximately 240 people attended the session.]
- Rothwell, W. (1994, April 10). *Self-directed work teams: How to in a downsized organization*. A presentation delivered at the American Management Association Human Resources Conference in San Francisco. [Approximately 20 people attended the session.]
- Rothwell, W. (1994, February 17). *Back to the basics: What is HRD, and what should HRD practitioners be doing in the turbulent '90s?* Part II of a 60-minute invited presentation to the Nittany Valley Chapter of ASTD in State College, PA.
- Rothwell, W. (1994, January 12). *Training in total quality organizations*. Served as panel moderator at the Knights of Columbus Hall from 8 a.m. to noon for 3 people to discuss the efforts of their organizations to conduct training in support of total quality programs for the Total Quality Council of Central Pennsylvania.
- Rothwell, W. (1993, December 10). *Re-engineering training: What to do and how to do it*. A 40-minute invited, funded presentation by IBM and the government of Singapore in Singapore at the National Computer Board/Civil Service Commission Conference on Government.
- Rothwell, W. (1993, November 18). *Back to the basics: What is HRD, and what should HRD practitioners be doing in the turbulent '90s?* A 60-minute invited presentation to the Nittany Valley Chapter of ASTD in State College, PA.
- Rothwell, W. (1993, September 29). *Doing more with less: Tips for training in down-sized organizations*. A 60-minute invited Mega-session to 300 technical trainers at the ASTD National and Technical Skills Training Conference in St. Louis, MO.
- Dubois, D., & Rothwell, W. (1993, September 20). *Competency modeling revisited: Two methods for improving on-the-job training and on-the-job performance*. A 120-minute Workshop delivered at the Ziff Institute's On-The-Job Learning Conference in Boston, MA.

- Rothwell, W. (1993, September 19). *Establishing work standards and performance expectations in on-the-job training*. A 60-minute presentation delivered at the Ziff Institute's On-The-Job Learning Conference in Boston, MA.
- Rothwell, W. (1993, September 19). *The state of the art in on-the-job training and learning*. Served as one of four panelists to present the official position of the American Society for Training and Development on this subject at the Ziff Institute's On-The-Job Learning Conference in Boston, MA.
- Rothwell, W. (1993, September 9). *How to establish an in-house planned on-the-job training program*. A half-day Workshop presented on the University Park campus of Penn State University as part of a session hosted by The Ben Franklin Technology Center to assess the training needs of major Pennsylvania Manufacturers. (This session was one of three--the other two presented by Professor Richard Swanson of the University of Minnesota and Associate Professor Ron Jacobs of Ohio State University--to provide a "free" seminar to induce major manufacturers to participate by hosting "big names" to talk on "major cutting edge issues" in training and development.)
- Rothwell, W. (1993, May 12). *Meet the author session: **The complete AMA guide to management development***. A 30-minute Presentation delivered at the National Conference of the American Society for Training and Development in Atlanta, GA about the publication of *The complete AMA guide to management development*.
- Rothwell, W. (1993, May 11). *Meet the publishers*. Co-facilitated, with Professor Theresa Palmer of Illinois State University, two back-to-back panel discussions by journal editors from ASTD and commercial book publishers about publishing opportunities at the ASTD National Conference in Atlanta, GA.
- Rothwell, W. (1993, May 8). *What we don't know about on-the-job training*. A presentation delivered at the HRD Professors' Network (PROFNET) Conference in Atlanta, GA.
- Rothwell, W. (1992, October 5). *Setting up and administering a management trainee program*. A Presentation delivered at the ASTD Region V Conference in Champaign, IL.
- Rothwell, W. (1992, July 21). *Characteristics of a customer-oriented and quality-driven HR function*. A Presentation delivered to the Central Illinois Chapter of the Society for Human Resource Management in Springfield, IL.
- Rothwell, W. & Sredl, H. (1992, June 3). *Meet the author session: **The ASTD reference guide***. A one-hour presentation delivered at the National Conference of the American Society for Training and Development in New Orleans, LA about the publication of the second edition of *The American Society for Training and Development Reference Guide to Human Resource Development Roles and Competencies* (2nd ed.).
- Rothwell, W. (1992, June 1 and 2). *A focus group on publications in human resource development*. Facilitated two focus group sessions about topics for publications on behalf of the American Society for Training and Development at the ASTD National Conference in New Orleans.
- Rothwell, W. (1992, May 4). *Workforce literacy*. A presentation delivered to human resource managers in Bloomington, IL.
- Rothwell, W. (1992, February 4). *Work force training*. [Participated as expert panelist on employee training for a videotaped presentation for the Springfield, IL City Chamber of Commerce.]



- Rothwell, W. (1991, May 20). *Crisis in basic skills*. [Participated as expert panelist on a television show about basic skills problems in the workforce.]
- Rothwell, W. (1990, October 17). *How to do on-the-job training*. A presentation delivered to members of the local chapter of the American Society for Training and Development in Decatur, IL.
- Rothwell, W. (1990, April 17). *On-The-Job Training: New directions for research*. A presentation delivered to the faculty and students of the George Washington University in Washington, D. C.
- Rothwell, W. (1990, April 7). *Program planning and the ASTD competencies for excellence model*. A presentation delivered at the ASTD Region 5 Annual Leadership Conference held at George Williams College in Lake Geneva, WI.
- Rothwell, W. (1990, April 4). *Future trends in HRD*. A presentation delivered to the faculty and graduate students of the Industrial Technology Graduate Program in Training and Development at Illinois State University in Normal, IL.
- Rothwell, W. & Brandenburg, D. (1990, March 24). *Results of a survey study on workplace literacy*. A presentation delivered at the Annual Conference of the National Society for Performance and Instruction in Toronto, ONT.
- Rothwell, W. (1989, October 22). *Strategic planning for HRD: With all the problems I've got, You must be kidding!* A presentation delivered at the Region 5 Conference of the American Society for Training and Development in Ypsilanti, Michigan.
- Rothwell, W. & Brandenburg, D. (1989, June 7). *Basic skills and prerequisite training*. A Cracker Barrel presentation at the National Conference of the American Society for Training and Development in Boston, MA.
- Rothwell, W. & Brandenburg, D. (1989, June 4). *Teaching the three R's in-house*. A concurrent session at the National Conference of the American Society for Training and Development in Boston, MA.
- Maloy, R. (1989, May 4). *Math/English/Science/Technology teacher education program*. A presentation at the 10th Annual Rupert N. Evans Symposium on Vocational Education at Allerton House, Monticello, IL. William J. Rothwell served as a panel "reactor" to this presentation, which focused on the theme of "public-private sector collaboration in education: Implications for research and professional education."
- Rothwell, W. & Brandenburg, D. (1989, March 28). *Teaching the three R's in-house*. A presentation at the National Conference of the National Society for Performance and Instruction in Denver, CO.
- Rothwell, W. (1989, March 11). *How to get your training to transfer from classroom to worksite*. A presentation to the Heart of Illinois Chapter of the American Society for Training and Development in Peoria, IL.
- Rothwell, W. (1988, November 15). *How to get your training to transfer from classroom to worksite*. A presentation to the Central Illinois Chapter of the American Society for Training and Development in Springfield, IL.
- Rothwell, W. (1986, October 21). *The quality review program in the Illinois Office of Auditor General*. A presentation to the Midwest Intergovernmental Audit Forum in Chicago, IL.
- Rothwell, W. (1986, March 20). *HRD and votec: Different sides of the same coin?* A presentation to the Vocational Graduate Student Association in Urbana, IL.

- Rothwell, W. (1985, November 19). *A process approach to curriculum design in management training*. A presentation to the Central Illinois Chapter of the American Society for Training and Development in Bloomington, IL.
- Rothwell, W. (1984, November 15). *Improving employee morale*. A presentation to the Central Illinois Chapter of the American Society for Public Administration in Springfield, IL.
- Rothwell, W. (1984, September 20). *Auditor and [program] evaluator training needs: Results of three related surveys*. A presentation to the Third Annual Evaluation Network Conference at Sangamon State University in Springfield, Illinois.
- Rothwell, W. (1984, June 20). *Strategic planning*. A workshop presented to the Division of Policy and Plans, Illinois Department of Children and Family Services in Urbana, IL.
- Rothwell, W. (1983, October 17). *A process approach to curriculum design in management training*. A presentation to the Region 5 Conference of the American Society for Training and Development in Springfield, IL.
- Rothwell, W. (1982, November 22). *Strategic planning*. A workshop presented to the staff of the Southern Illinois University School of Medicine in Springfield, IL.
- Rothwell, W. (1982, June 9). *The personnel program in the Illinois Office of Auditor General*. A presentation to participants in the Operational-Management-Program Evaluation Audit Workshop in Memphis, TN.
- Rothwell, W. (1981, April 18). *Shifting gears from academics to nonacademics*. A presentation on personal career planning for advanced degree holders in the humanities and social sciences at the Career Planning Conference for Advanced Degree Holders in the Humanities and Social Sciences in Champaign, IL.

## **Awards and Award Nominations**

**Walter Zeller Fellowship Award**, Kiwanis International and UNICEF, 2013.

**2013 Elected as a Member of the ASTD Certified Professional in Learning and Performance Fellowship Program**, American Society for Training and Development. Recognized at the ASTD International Conference in Dallas in June 2013.

**2011 Distinguished Contribution to Workplace Learning and Performance**, American Society for Training and Development. Award criteria described here: <http://www.astd.org/ASTD/aboutus/AwardsandBestPractices/advancingWorkplaceAwards/distinguishedContributionWorkplace.htm>

**Graduate Faculty Teaching Award**, The Pennsylvania State University, 2004-2005.

**Global Workforce Development Award**, Linkage, Inc., 2004, for Messinger, R., and Rothwell, W. (2005). Unicef. In L. Carter, M. Sobol, P. Harkins, D. Giber and M. Tarquinio (Eds.), *Best practices in leading the global workforce: How the best global companies ensure success throughout their workforce* (pp. 315-330). Burlington, MA: Linkage Press.

**Global Workforce Development Award**, Linkage, Inc., 2004, for Yan, X., and Rothwell, W. (2005). Motorola. In L. Carter, M. Sobol, P. Harkins, D. Giber and M. Tarquinio (Eds.), *Best practices in leading the global workforce: How the best global companies ensure success throughout their workforce* (pp. 229-248). Burlington, MA: Linkage Press.

**Sales and Service Award**, Developmental Dimensions International (DDI), Pittsburgh, PA. For work on *ASTD's 2004 competency study: Mapping the future*. Awarded In July 2004.

**Book of the Year**, 2004, Academy of Human Resource Development for Rothwell, W., & Kazanas, H. (2004). *The strategic development of talent*. Amherst, MA: Human Resource Development Press.

**Nominee, Graduate Program Chair Leadership Award**, College of Education, The Pennsylvania State University, 2004-2005.

**Nominee**, Year 2000 Book of the Year Award, Academy of Human Resource Development for Rothwell, W., Sanders, E., & Soper, J. (1999). *ASTD models for workplace learning and performance*. Alexandria, VA: The American Society for Training and Development.

**Guest Professor**, Presented in a ceremony to William J. Rothwell at Nankai University in Tianjin, China for his work in China on 7 July 2000.

**Outstanding Faculty Award**, Presented in a ceremony to William J. Rothwell at Motorola University China in Beijing, China on 20 June 2000.

**Volunteer-Staff Partnership Award, ASTD National Award**, Presented to William J. Rothwell and Ethan Sanders for their distinguished contribution to the completion of the ASTD research-based competency study of the Workplace Learning and Performance (WLP) field entitled *ASTD models for workplace learning and performance*. Awarded on May 24, 1999.

**Global Knowledge Management and Creativity Award**, Motorola University, Presented to William J. Rothwell in 1998 for his work in the People's Republic of China.

**Plaque** for serving as Principal Investigator of *The ASTD models for human performance improvement*, a research-based competency study of performance consulting, in Alexandria, VA: The American Society for Training and Development. Awarded on June 5, 1996.

**Nominee**, 1995 Book of the Year Award, Society for Human Resource Management for *Effective succession planning: Ensuring leadership continuity and building talent from within*. [Placed as first runner-up.]

**Nominee**, 1994 Book of the Year Award, Society for Human Resource Management for *The complete AMA guide to management development*. [Placed as first runner-up.]

**Nominee**, 1994 and 1992 Book of the Year Award, AECT for *Mastering the instructional design process*.

**Distinguished Contribution to HRD Award**, Central Illinois Chapter of the American Society for Training and Development, December 1989 and December 1992. (2 different awards, both the highest honors of the chapter.) [Presented with a plaque and then with an engraved ASTD card holder.]

**Finalist**, 1989 and 1990 National Award for Outstanding Research and Development Article, National Society for Performance and Instruction. (2 different awards.)

**Service to National Award**, First Recipient of this Annual Award by the Central Illinois Chapter of the American Society for Training and Development in 1990. [plaque.]

**Letter of Commendation from First Lady Barbara Bush** for addressing national literacy problems among the workforce.

**Nominee**, 1989 Award of Professional Excellence in Human Resource Management. (The highest award of the Society for Human Resource Management.)

## **Research and Consulting Activities**

- Rothwell, W. (2010). Consulting on the medium-term strategic HR plan for UNJSPF Human Resources in New York City. Funded \$15,000.
- Rothwell, W., Knight, S., Newhart, M. (2007). Consulting for CCS. Awarded privately for more than \$50,000.
- Rothwell, W., Xue, Y., Sherwani, N., & Kasshanna, B. (2007). *An interim update of ASTD's competency study Mapping the Future*. Awarded privately for \$20,000.
- Rothwell, W., & Kim, Y. (2005). *Measuring the value of succession planning: Applying a balanced scorecard model*. Submitted a proposal to the Society for HR Management Research Foundation for \$30,233.29.
- Rothwell, W. et al. (2005). Consulting on careerlink. Harrisburg, PA: Dept. of Labor & Industry, \$300,000.
- Rothwell, W. (2004-2005). *Consulting on career development*. Unicef. New York, \$40,000.
- Rothwell, W. (2004-2005). *Consulting on succession management*. Unicef. New York, \$15,000.
- Rothwell, W., & Bernthal, P. (2003-2004). *A study of trends in HR management*. A research project invited by consulting firm DDI. Funded for \$4,000.
- Rothwell, W. (2003). *Consultancy for senior staff review*. Provided consulting service to Unicef Headquarters in New York on the succession planning process for senior Managers. Reviewed proposed plan. Funded for \$15,000.
- Rothwell, W. (2003). *Consultancy on job rotation*. Provided consulting service to the India Country Office of Unicef in Delhi, India. Prepared plan for job rotation of Experienced staff. Funded for \$5,000.
- Rothwell, W. (2003). *Consultancy on motivating senior staff*. Provided consulting service to the India Country Office of Unicef in Delhi, India. Prepared plan for developing section chiefs. Funded as part of the consultancy on job rotation.
- Rothwell, W. (2003). *Reviewed the Management Plan for the HR section of Unicef India for 2004*.
- Rothwell, W. (2003). *A survey about current issues in performance improvement*. A survey Conducted with 350 randomly-selected members of the International Society for Performance Improvement for the 2<sup>nd</sup> ed. of ***Beyond training and development***.
- Wellins, R., & Rothwell, W. (2003). *Redefining the profession*. Awarded a research project, with consulting company DDI, to undertake the international competency study for ASTD.
- Rothwell, W. (2002). A survey about current issues in on-the-job training. A survey conducted with 350 randomly-selected members of the International Society for Performance Improvement for the 2<sup>nd</sup> ed. of ***Improving on-the-job training***.
- Rothwell, W. (2002). *A survey about current issues in instructional design*.  
A survey conducted at <http://www.personal.psu.edu/users/x/q/xqw1/isdsurvey.htm>. Conducting a survey of 500 randomly-selected members of the International Society for Performance Improvement about current issues in instructional design for inclusion in Rothwell, W., & Kazanas, H. (2003). *Mastering the instructional design process*. 3rd ed. San Francisco: Jossey-Bass.
- Rothwell, W., & Duncan, R. (2002). *A proposal for revising the leadership competency model of the U.S. Department of Labor, Employment and Training Administration*. {Project awarded for \$39,000.]

- Mass, William and Others. (2002). *Needs assessment for training and certification requirements within the photovoltaic industry*. Massachusetts Technology Collaborative RFP No. 2002-GP-02. Lowell, MA; Center for Industrial Competitiveness, University of Massachusetts. [William J. Rothwell was a subcontractor on this project.]
- Dubois, D., & Rothwell, W. (2002). *The army personnel transformation process: A white paper*. [Written as a background to reinvent HR in the U.S. Army.]
- Rothwell, W. (2001). *A proposal for Care's international certificate in organization development and performance consulting*. A proposal for \$19,400.
- Sullivan, R., Rothwell, W., & Worley, C. (2001-2002). *Organization development competency survey*. [See it at <http://www.execusurv.com/ode/>]. Conducting a survey of OD professionals for inclusion in Rothwell, W., Sullivan, R., & McLean, G. (Eds.). (2003). *Practicing organization development*. 2nd ed. San Francisco: Jossey-Bass.
- Rothwell, W. (2001). *A proposal for establishing systematic senior executive development at Land America*. A proposal for \$73,400.
- Rothwell, W. (2000). *Pennsylvania Department of Transportation Center for Performance Excellence, RFQ Number CPE003, High Performance Improvement Certificate Program*, for \$239,040. Project awarded.
- Rothwell, W. (2000). *A proposal for presenting 3 noncredit and credit courses for outreach and cooperative extension professionals at The Pennsylvania State University*. Project awarded for \$25,000.
- Rothwell, W. (2000). *The GSP/PBS supervisory training series*. Project proposed with David Dubois for the U.S. Postal Service for \$80,000.
- Rothwell, W. (2000). *A needs assessment for selected managerial groups in the U.S. Postal Service*. Project proposed by Kotler & Associates for \$80,000.
- Rothwell, W. (2000). *ROI-Return on investment training*. Project proposed by Rothwell & Associates, Inc., to the Illinois Community College Education and Development Association (ICCEDA) for \$6,000 plus travel, lodging and per diem.
- Rothwell, W. (2000). *A proposal for establishing AccuWeather University*. Project proposed by Rothwell & Associates, Inc. for \$36,625.
- Rothwell, W. (2000). *The education needs of the Product Management Association (PMA)*. Participated in a consulting study with Kotler Associates. Project for \$90,000.
- Rothwell, W. (1999). *A proposal for teaching 7 non-credit professional development experiences in human resource development in the People's Republic of China*. Project awarded for \$58,000.
- Rothwell, W. (1999). *A proposal for teaching 3 non-credit professional development experiences in human resource development in the People's Republic of China*. Project awarded for \$35,000.
- Rothwell, W. (1998). *Identifying and assessing professional development competencies for community college workforce development professionals*. Project funded for \$20,000 by the American Association of Community Colleges and the National Council for Continuing Education and Training.
- Rothwell, W. (1998). *A noncredit certificate in continuing education and community college education*. Project proposed for \$40,182.
- Rothwell, W. (1998). *A proposal for implementing a management and leadership development function at Sheetz*. Project proposed for \$149,000.

- Rothwell, W. (1998). *A proposal for reinventing the human resource development function at Ford Motor Company*. Project proposed for \$159,000.
- Daou, S., & Rothwell, W. (1997). *A proposal for the review of the training and record keeping system at Koppers industries*. Project proposed for \$4,037.40.
- Rothwell, W. (1997). *A survey about small group facilitator competencies*. Conducted a survey of 350 randomly-selected members of the American Society for Training and Development about competencies necessary for effective small group facilitation. [Project completed.]
- Rothwell, W., Prescott, R., & Taylor, M. (1997). *Seizing the future: A survey on trends affecting HR for the 21st Century*. Conducted a survey of 1000 randomly-selected members of the Society for Human Resource Management about trends affecting HR. Funded by Davies-Black publishing. [Project completed.]
- Rothwell, W. (1997). *Continuing efforts to establish the training function at Atotech*. Atotech USA, State College, PA, study funded for \$5,385.
- Rothwell, W. (1997). *Identifying and assessing system wide professional development competencies for outreach and cooperative extension at The Pennsylvania State University*. State College, PA, pilot study funded for \$7,825.
- Rothwell, W. (1997). *Developing a training curriculum for the automount machine at Osram/Sylvania, St. Mary's*. Project funded for approximately \$5,000. [Submitted through the Dubois campus of Penn State.]
- Rothwell, W. (1997). *Setting the stage for measuring the value of training and performance consulting*. [A private consulting project.] Project funded by the Ohio State Board of Regent for the Community College system of Ohio for \$36,720.
- Rothwell, W., & Kricher, L. (1997). *Implementing team-based management at General Motors*. [A private consulting project.] Rothwell served as part of a 5-person expert panel for consulting firm DDI to help General Motors install team-based management. Pilot one-day effort funded for \$5,000.
- Rothwell, W., & Soper, J. (1997). *The ASTD models for workplace learning and performance: Roles, competencies and outputs*. Served as principal investigator on a research project to supplant McLagan, P. (1989). *Models for HRD practice*. 4 vols. Alexandria, VA: The American Society for Training and Development. This project involves defining the field of workplace learning and performance for ASTD. [A private consulting project.] Funded for \$17,825.
- Rothwell, W. (1997). *Best practices in human resource management in the U.S.A.* A project funded for \$2,500 through the Global advantage through people: Human resource management practices in the Asia Pacific Economic Community Economies project. University of Wollongong, Australia and the U.S. Department of Labor. [Private consulting project.]
- Rothwell, W. (1996). *Establishing the training function at Thermometrics*. Keystone Thermometrics, London, England, pilot study proposal pending for \$20,000.
- Rothwell, W. (1996). *Assessing workforce competencies at Ingersoll-Rand's Shippensburg, PA plant*. Ingersoll-Rand's Shippensburg plant, proposal for \$71,175.
- Rothwell, W. (1996). *Graduate program in instructional design/training and development in the People's Republic of China*. Proposal pending with Motorola University for \$662,574.

- Rothwell, W. (1996). *Establishing the training function at Atotech*. Atotech USA, State College, PA., pilot study funded for \$9,322.
- Rothwell, W. (1996). *Introducing planned OJT at JLG industries' Bedford, PA plant*. JLG Industries, McConnellsburg, PA, pilot study funded for \$4,610.
- Rothwell, W. (1995-1996). *A 21st century vision of strategic human resource management*. Society for Human Resource Management and CCH, Inc, funded for \$ 19,000. [Project completed.]
- Rothwell, W. (1995-1996). *A worldwide training needs assessment for CARE*. CARE, Atlanta, GA, pilot study funded for \$ 8,333. [Project completed.]
- Rothwell, W. (1995-1996). Phase I assessment study for Allied Signal. Allied Signal, Morristown, NJ, pilot study funded for \$ 54,702. [Project completed.]
- Harford, J., & Rothwell, W. (1995). *A training needs assessment for food service directors and assistant/associate directors of the National Association of College and University Food Service Administrators*. Study funded for \$4,500. [Project completed.]
- Rothwell, W. (1995). *The ASTD models for human performance improvement: Roles, competencies and outputs*. Served as principal investigator on a research project to define human performance improvement. Funded for \$3,000. [Project completed.]
- Rothwell, W., & Crouch, E. (1996). *A proposal for introducing planned on-the-job training at JLG industries Fort Littleton, PA Plant*. Submitted through the Mont Alto campus of Penn State. Study funded for approximately \$7,000.
- Rothwell, W. (1996). *A survey to assess the labor demand and development needs of HR/HRD professionals in China*. Conducted a survey of 22 multinational corporations in Beijing, China.
- Rothwell, W. (1997). *A survey about current issues in instructional design*. Conducted a survey of 350 members of the International Society for Performance Improvement about instructional design practices. Funded by publisher Jossey-Bass. Results were published in Rothwell, W., & Kazanas, H. (1997). *Mastering the instructional design process: A systematic approach* (2nd ed.). San Francisco: Jossey-Bass. [Project completed.]
- Rothwell, W., & Cookson, P. (1995). *A survey of program planning practices in human resource development*. Conducted a survey of 350 HRD professionals about program planning practices in business. Funded to \$1,000 by publisher Jossey-Bass. Results are published in Rothwell, W., & Cookson, P. (1997). *Beyond instruction: Program planning in business and education*. San Francisco: Jossey-Bass. [Project completed.]
- Cookson, P., & Rothwell, W. (1995). *A survey of program planning practices in human resource development*. Conducted a survey of 350 academic continuing educators about program planning practices in continuing education settings. Funded to \$1,000 by publisher Jossey-Bass. Results will be published in Rothwell, W., & Cookson, P. (1995). *Instructional program planning in business and education: A contingency-based approach*. San Francisco: Jossey-Bass. [Project completed.]
- Rothwell, W. (1995). *A survey on training needs assessment practices*. Survey questionnaires were mailed to 350 randomly-selected members of the American Society for Training and Development on May 1, 1995 to determine "the state-of-the-art" in training needs assessment practices. The aim is to determine what is happening in this important area now. The project was funded by William J. Rothwell and the results will be published



- in Rothwell, W., & Cookson, P. (1997). *Instructional program planning in business and education: A contingency-based approach*. San Francisco: Jossey-Bass. [Project completed.]
- Rothwell, W. (1995). *A survey on training evaluation practices*. Survey questionnaires were mailed to 350 randomly-selected members of the American Society for Training and Development on May 1, 1995 to determine "the state-of-the-art" in training evaluation practices--with special emphasis on "cost-benefit analysis" and "return on investment of training." The aim is to determine what is happening in this important area now. The project was funded by William J. Rothwell and the results will be published in Rothwell, W., & Cookson, P. (1997). *Instructional program planning in business and education: A contingency-based approach*. San Francisco: Jossey-Bass. [Project completed.]
- Rothwell, W. (1995). *A survey on supervisory leadership competencies*. Survey questionnaires were mailed to 350 randomly-selected members of the American Society for Training and Development on May 1, 1995 to determine "the state-of-the-art" in supervisory training practices. The aim is to determine what is happening in this important area now.
- Rothwell, W. (1995). *A survey on performance analysis practices*. Survey questionnaires were mailed to 350 randomly-selected members of the National Society for Performance and Instruction on May 1, 1995 to determine how much training and development professionals consider other human performance improvement interventions (apart from training) as they tackle human performance problems. The project was funded by William J. Rothwell and the results were published in Rothwell, W. (1996). *Beyond training and development: State-of-the-art strategies for enhancing human performance*. New York: AMACOM. [Project completed.]
- Rothwell, W. (1993). *A survey on succession planning practices*. Survey questionnaires were mailed to 350 randomly-selected members of the American Society for Training and Development on October 15, 1993 to determine "the state-of-the-art" in succession planning. The project was funded by William J. Rothwell. Results of the study appeared in Rothwell, W. (1994). *Effective succession planning: Ensuring leadership continuity and building talent from within*. New York: AMACOM. [Project completed.]
- Rothwell, W. & Kazanas, H. (1992). *Results of a survey on Management Development practices in the United States*. Five hundred randomly-selected members of the Management Development Professional Practice Area of the American Society for Training and Development were sent detailed questionnaires to assess the state-of-the-art in Management Development practices. The survey results were published in Rothwell, W. & Kazanas, H. (1993). *The complete AMA guide to management development*. New York: AMACOM. [Project completed.]
- Rothwell, W. & Oberlin, J. (1990 - 92). *The most important books of Human Resource Development*. With the sponsorship of the National Headquarters of the American Society for Training and Development, the investigators surveyed 600 senior HRD practitioners in two rounds of a Delphi study to identify the 100 all-time classic HRD books. The results of this research project were published in Rothwell, W. & Sredl, H. (1992). *The ASTD reference guide to professional human resource development roles and competencies* (2nd ed.). 2 vols. Amherst, MA: Human Resource Development



- Press. (Oberlin is Director of Worldwide Operations for Motorola University.) [*Project completed.*]
- Rothwell, W. & Kazanas, H. (1991). *Issues and practices in management rotation programs*. In this research project the investigators surveyed 500 members of ASTD's Management Development Professional Practice Area about management rotation programs and practices. The survey was funded by the University of Illinois at Urbana-Champaign. The results were subsequently published in *Performance Improvement Quarterly* and *Performance and Instruction*. [*Project completed.*]
- Rothwell, W. & Kazanas, H. (1989). *On-the-job training in business and industry*. The investigators surveyed 500 Training and Development professionals in business about Structured On-The-Job Training practices in their organizations. Results were published in *Performance Improvement Quarterly*, *Training and Development Journal*, and *Performance and Instruction*. [*Project completed.*]
- Rothwell, W. & Brandenburg, D. (1989). *Solutions to basic skills problems in the workplace*. The investigators surveyed 350 training and development professionals on basic skills (literacy) problems their organizations. The survey results were first reported at the 1989 National Conference of the American Society for Training and Development. They were also published in *Performance Improvement Quarterly* (1990) and in Rothwell, W., & Brandenburg, D. (1990). *The workplace literacy primer*. Amherst, MA: HRD Press. [*Project completed.*]
- Rothwell, W. & Kazanas, H. (1986). *Strategic planning and HRD: Results of a comprehensive survey*. The investigators surveyed 250 corporate business planners and trainers. The results were subsequently published in *Performance Improvement Quarterly* and *Performance and Instruction*. [*Project completed.*]
- Rothwell, W. served as a participant at the 1984 Annual Invitational Research Seminar of the American Society for Training and Development at Vanderbilt University. Rothwell was cited in the papers of the conference: Glidewell, J. (Ed.). (1986). *Corporate cultures: Research implications for human resource development*. Alexandria, VA: American Society for Training and Development.
- Rothwell, W. served as a participant at the 1982 Annual Invitational Research Seminar of the American Society for Training and Development. [Co-edited papers of the conference with Henry Sredl, 1983 Chair of the American Society for Training and Development Research Committee.]

## **Dissertations and Masters' Papers Supervised**

### ***Doctoral Dissertations Supervised by William J. Rothwell***

- Anwar, S. (1995). *The perceived importance of key components of total quality management programs in Pennsylvania's selected small business organizations*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Atkin, M. (2003). *The occurrence of medical errors: Assessing error detection, correction and Prevention within acute care hospitals in Pennsylvania*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.

- Augustine, W. (2010). *The higher education equal opportunity program (Act 101): Perceptions and experiences of Pennsylvania college and university students, counselors, and tutors*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Bengtson, B. (1994). *An analysis of CEO perceptions concerning trainer roles in selected central Pennsylvania manufacturing firms*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University. [Won runner-up for the 1995 Outstanding Student Research Award of the International Society for Performance Improvement.]
- Bernhard, M. (2007). *Examining brain drain: Demographic, educational and employment factors influencing Lehigh university graduates to stay or leave the region*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Bergstrom, E. (2012). *A comparison of the leadership competencies of leaders in manufacturing, hospitals, and community banking industries in the State of Pennsylvania*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Cao, X. (2000). *Internet usage for educational purposes in the home by labor force participants*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Chang, C. (1996). *A study of the usefulness of key components and the implementation benefits of electronic performance support systems in selected business organizations*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Chen, A. (2003). *Perceptions of Taiwan practitioners on expertise level and importance of workplace learning and performance (WLP) competencies*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Crouch, E. (2003). *A rural perspective: A study of the utilization of workforce development in selected small businesses in Huntingdon County, Pennsylvania in 2002*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Daou, S. (1996). *Rebuilding Lebanon: A descriptive engineering leadership assessment of engineers at selected companies in Lebanon and engineering students at the American University of Beirut*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- DeOnna, J. (2006). *Developing and validating an instrument to measure the perceived job competencies linked to performance and staff retention of first-line nurse managers employed in a hospital setting*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Duck, J. (2002). *An analysis of the production industries technology competencies for South Central Pennsylvania as perceived by manufacturing professionals: Implications for secondary education*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Favia, M. (2010). *An initial competency model for sales managers at fifteen B2B organizations*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Fetterman, H. (1996). *Perceived effectiveness of instructional methods for implementing group interactive videoconferenced training in three selected businesses*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Freeman, A. (2009). *Money, math and engineering: The effects of poverty and math preparation on the graduation of racially underrepresented engineers*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.

- Gao, L. (2010). *Examining the impact of human resource development practices on performance improvement through continuous improvement at a North American automaker*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Garner, R. (1999). *Analysis of automotive technicians and the commonwealth of Pennsylvania State emission certification: Implications for automotive training programs*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University. [committee member only.]
- Gerity, P. (1999). *A study to identify community college workforce training and development professionals' perceived competencies and their perceived professional development needs*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Gilpin, W. (1999). *A descriptive analysis of investment in human capital by private employers in Centre County, PA*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Gliddon, D. (2006). *Forecasting a behavioral competency model for innovation leaders using a modified Delphi technique*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University. [Winner of the ISPI Distinguished Dissertation Award for 2009.]
- Heim, A. (1998). *A model for community-based workforce development*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Horst, M. (2000). *Organizational expertise research methodology for investigation of customer service performance and competencies in physician practices*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University. [This dissertation was nominated for the ASTD dissertation of the year award in 2002.]
- Howard, C. (2003). *From engineer to engineering manager: A qualitative study of experiences, challenges, and individual transitions for five engineering managers*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Hunt, D. (1999). *A practitioner identified list of competencies needed to design web-based training*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Jackson, R. (2009). *Perceptions of strategic planning, organizational alignment and talent: A multiple case study of selected small business in Pennsylvania*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Jones, N. (2011). *Perceptions of trustworthiness in the executive director of a small community health center: Implications for organizational direction*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Kelly, M. (2010). *A case study in citizen leadership during crisis: The experiences of the women of the storm*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Kenny, J. (1999). *Predicting naval readiness based on personnel variables*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Kim, S. (2006). *Measuring the value of succession planning and management: A qualitative study of U.S. affiliates of foreign multinational companies*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.

- King, J. (2010). *An international study of competencies and competency-based human resource management: Exploring practices and perspectives of senior leaders/practitioners in America's foremost companies and national and international thought leaders*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- King, M. (1998). *The relationship between community college education professionals' education and work experience and their professional development needs*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- King, S. (1998). *A practitioner verification of the human performance improvement analyst competencies and outputs among members of the International Society for Performance Improvement*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Lee, J. (2010). *An investigation of the relationship between transfer of learning factors and perceived organizational knowledge performance in selected Korean organizations*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Lindholm, J. (2000). *A study of CEO perceptions of the competencies of workplace learning and performance professionals*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University. [This dissertation was a 3-way finalist for the ASTD dissertation of the year award in 2002.]
- Lowther, W. (1996). *The relationship between the implementation of high performance work practices and nuclear power plant performance*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Lu, Hsiu-Ju Yuki (2006). *Satisfaction of participants with the business training network (BTN) e-training courses in 2004 in Taiwan*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- McGann, M. (1996). *The relationship between importance and implementation of skills and information workplace practices at nuclear power plants*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- McClendon, W. (2004). *Relationships among business strategies, human resource management systems, and employee relations strategies and their effect on firm performance*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Martin, M. (2005). *Continuing education and cooperative extension: A comparative assessment of organizational culture*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Martin, R. (1999). *A descriptive analysis of managers' and non-managers' perceptions and knowledge regarding planning for retirement in one corporation*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Meyer, B. (1995). *Job performance analysis practices among members of the national society for performance and instruction*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University. [Won the 1996 Outstanding Student Research Award of the International Society for Performance Improvement.]
- Min, H. (2012). *The structural relationships of work engagement with its antecedents and consequences in the Korean business organization context*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.

- Newhard, M. (2010). *A first exploratory study of competencies of appreciative inquiry practitioners: Discovery*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Ochs, B. (1995). *Linking strategy, objectives, and results in the design and evaluation of executive development programs: perspectives of Fortune 25 CEOs*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Park, C. (2013). *Development and initial validation of an instrument to assess followership competency in a Korean manufacturing company*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Park, Y. (2008). *The effect of the learning organization, career-enhancing strategy, and work orientation on the protean career: A quantitative study of workplace learning and performance practitioners in a Korean financial company*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Piccolo, J. (2010). *The impact of improvement techniques from the Toyota production system (TPS) in a north central Pennsylvania healthcare facility*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Poduch, S. (2010). *Exploring the experiences of technical coaches using rules-of-thumb*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Pratitnayouth, P. (1999). *An identification of the most important perceived competencies of executives in commercial banks in Bangkok, Thailand*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Prescott, R. (1999). *The changing role of human resource management: A comparative study of importance factors concerning human resource competencies among general managers*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Qiao, Xuejun. (2006). *Leadership development in China: How the companies develop their leaders and what critical factors contribute to enhancing the effectiveness of leadership development*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Russo, C. (2002). *A study of selected academic variables contributing to success on the uniform CPA examination in Pennsylvania*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Sensenig, K. (1998). *A single-site descriptive analysis of managers' perceptions concerning the value-added of linking leadership development efforts to strategic corporate objectives*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Sherwani, N. (2010). *A study of workplace learning and performance competencies among Pakistani practitioners*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Smith, T. (2006). *Exemplary performance in four areas of expertise in workplace learning and performance (WLP): A critical incident analysis*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Song, J. (2008). *The integrative determinants of organizational performance improvement: The impacts of dimensions of learning organization and dynamic knowledge creation*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Soper, J. (1996). *Certifying the certifiers: A descriptive analysis of the requisite*

- competencies to certify food safety instructors.* Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Spearly, J. (2006). *An investigation into the major factors that influence the selection of a customer executive education provider.* Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Spokus, D. (2008). *The relationships among workplace characteristics, quality of work life and older worker turnover intention.* Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Stopper, A. (2013). *Success factors in building online executive development programs in three universities: A collective case study.* Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Tatusko, R. (1999). *The relationship between job satisfaction of high school students participating in work-based learning and the mentoring activities of their mentors.* Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Vactor, S. (1999). *An assessment of the climate for diversity at the Pennsylvania State University.* Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Wallick, W. G. (2001). *A study of CEO perceptions regarding trainer roles in selected multihospital healthcare systems.* Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University. [This dissertation was nominated for the ASTD dissertation of the year award in 2002.]
- Wang, W. (2006). *Middle manager leadership competencies in China: Perceptions of MBA and EMBA students at Nankai University.* Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Weaver, K. (1996). *The use of human resource interventions and training programs for management employees in downsized organizations to assist the remaining employees to cope in the restructured environment.* Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University. {Finalist for Best Dissertation of the Year 1997, ASTD}
- Whiteford, A. (2009). *Measuring the impact and value of training programs: A qualitative study of selected programs in the workforce and economic development network of Pennsylvania (WEDNETPA).* . Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Yoo, J. (1999). *Korean human resource development (HRD) practitioners' perceptions of expertise level and importance of workplace learning and performance (WLP) competencies.* Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Yoon, Hyung Joon. (2011). *The development and validation of the assessment of human agency employing Albert Bandura's human agency theory.* Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Zhanghai, Y. (2001). *A study of confidentiality concerns for e-learning internet users.* Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.

***Doctoral Committee Participation by William J. Rothwell***

- Adubra, A. (2002). *Non-traditional occupations, empowerment and women: A case of Togolese women*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Al-Alawneh, M. (2009). *Examining educators' and employers' perceptions on career and technical education graduates' employability skills for the labor market in Jordan*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Bailey, K. (2002). *The effects of learning strategies on student interaction and student satisfaction*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Bouquillon, E. (2004). *Antecedents associated with mentor functions received and career outcomes reported by protégés and non-mentored employees*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University. [Won the dissertation of the year award through the University Council.]
- Brna, M. (2005). *Service delivery best practices at Pennsylvania school-based workforce development centers*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Brundage, T. (2011). *A study examining the value of pre-employment training conducted by the Marcellus Shale education and training center in response to the needs of the gas and oil industry*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Bush, W. (2003). *Academic course taking and transitional experiences of rural high school graduates: A case study*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Chambers, R. (2009). *Exploring outsourcing decision-making in selected small Pennsylvania private liberal arts colleges: A case study of four institutions*. Unpublished D.Ed. dissertation. University Park, PA: The Pennsylvania State University.
- Civiello, C. (2002). *An examination of the content, methodology, and effectiveness of first-line manager orientation programs in nonprofit hospitals*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Conn, R. (2004). *The relationship between non-employment and respondent personal characteristics, college major, GPA and work experience among 1992-1993 college graduates*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Cromwell, S. (2000). *Examining the effect of organizational support, management support, and peer support on transfer of training*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Davis, A. (2008). *The effect of enhanced math in the career and technology center curriculum on student achievement at one rural school in Pennsylvania*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Dodson, M. (2006). *Relationship of manager-subordinate MBTI similarity to subordinates' perceptions of manager effectiveness and in-group/out-group status*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.

- Frey, B. (1998). *Community college female faculty presentation skills training: The effects on faculty self-perceptions and adult learner satisfaction and achievement*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
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