

HR ExecuSummit – 2008 - Presenter Biography

Building the Bridge to Results

Ron Drew Stone

International Consultant

Author – Training for Results: How to Align the Five Key Factors for Performance

Ron is an author, international consultant and presenter, and one of the world's most recognized and accomplished authorities on improving and measuring training and performance initiatives. Ron is president of his own company, the Center for Performance and ROI, Inc. While working with the ROI Institute as a partner since 1995, Ron made significant contributions to perfecting the ROI Process. He has conducted more than a hundred return on investment (ROI) studies and directed hundreds more. He provides consulting services internationally in performance improvement, linking training to organization business measures, designing training for results and ROI, and developing measurement and evaluation strategies. Ron certifies practitioners around the world in the ROI Process, and conducts a full range of public and in-house performance improvement, measurement, and needs assessment workshops. Ron is the creator of the *Situational Needs Assessment Process™* and the *Performance Alignment and Linkage Process™*. He is a certified change consultant.

Ron has twenty-five years experience in engineering and economic development, and in human resource management and training in the aerospace and electric utility industries. He has considerable experience in employment processes, compensation & benefits, performance management, managing the training function, designing healthcare delivery systems, budgeting and account classification processes, training curriculum design, safety, organizational development, executive development, needs assessment, measurement, and evaluation.

Ron has worked with Fortune 500 and government clients to improve their training processes, training programs, and their overall training function. He is currently providing assessment and measurement consulting services to Genentech Biotech, GlaxoSmithKline, Baker Hughes, Inc. (oil exploration services), and The US Veteran's Health Administration (world's largest healthcare organization). A sample of other clients he has provided consulting services to include AT&T, Bristol-Myers Squibb, Coca Cola Beverage Supply Chain Operations, Pepsi Cola, Sasktel Telecommunications-Canada, Sandia Labs, Dale Carnegie and Associates, Inc., Microsoft, Harley-Davidson, NASA-Houston, Nortel Networks, Volvo, The US Navy, Southern Company Electric Generation, Time Warner Telecom, and the New Jersey State Police. His clients have included managers of business units, workforce teams, union leaders and members, supervisors, company CEO's and executives, board level directors, physicians, hospital executives and administrators, consultants, educators and elected government officials.

Ron served as chair of the Edison Electric Institute's Executive Leadership Program for senior officers in the electric utility industry where he led the design, delivery and evaluation of the industry's premier executive development program. He served on the University of Alabama Management Development Program Advisory Council. He has designed industry management programs delivered at the University of Alabama, Auburn University and the University of Georgia.

He received the Pioneer Award in 1993 from the Alabama Healthcare Council for his leadership of a three year major change initiative and his visionary work in influencing improvement in the quality and efficiency of the health care delivery system in the state of Alabama.

Ron is authoring **Training for Results: How to Align the Five Key Factors for Performance (working title)**, to be published by Pfeiffer in 2008. He co-authored **The ROI Field Book**, Butterworth-Heinemann Publishing, 2006, **How to Measure Training Results - A Practical Guide to Tracking the Six Key Indicators**, McGraw-Hill Publishing, 2002, and **The Human Resources Scorecard**, Butterworth-Heinemann Publishing, 2001. He has contributed several case studies to the ASTD In-Action Case Book Measurement Series and is a contributing author to other ASTD publications. Ron has a BBA from Georgia State University. He is a certified change consultant and a certified ROI professional (CRP).

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