

3310 Fairmount St. Tel: (214) 621-1514
11F Dallas, TX ibscribe@me.com
75201

Robert Barner, Ph.D.

Curriculum Vitae

Education

- *M.A.; Ph.D., Human & Organizational Systems; Fielding Graduate University, 2003*
- *MS, Counseling Psychology; Nova-Southeastern University*
- *BA, Psychology & Education; Florida Atlantic University*
- *Florida Teacher's Scholarship (1970 -1973)*

Professional Experience

- | | |
|-------------|--|
| 2008 – 2019 | Associate Professor of Clinical Services; Department of Dispute Resolution & Counseling, Annette Caldwell Simmons School of Education & Human Development, Southern Methodist University |
| 2008 – 2019 | Adjunct Instructor; COX School of Business, Executive Education; Southern Methodist University |
| 2003 – 2008 | Adjunct Faculty, Department of Dispute Resolution & Counseling, Annette Caldwell Simmons School of Education & Human |
| 2008 – 2009 | Chief Learning Officer, Invensys; Plano, TX |

- 2006-2008 Director, Talent Management, Accredo Health/Medco, Memphis, TN.
- 2002 – 2006 VP, Management Development, Belo Corp., Dallas, TX
- 1998–2001 VP, Organizational Development & Learning, Choice Hotels International, Silver Spring, MD

Publication History

Barner, R, Tackling leadership Inertia: techniques for helping coaching clients convert “good intentions” into actions. *Training Magazine*. Jan. – Feb., 2020. (pp. 12-13)

Barner, R, Tackling leadership Inertia: techniques for helping coaching clients convert “good intentions” into actions. *Training Magazine*. Jan. – Feb., 2019. Pgs. Barner, R, Tackling leadership Inertia: techniques for helping coaching clients convert “good intentions” into actions. *Training Magazine*. Jan. – Feb., 2019. (pp. 10-11)

Barner, R. Creating Stories that work: Applying narrative assessment to executive coaching. *Training Magazine*. Jan. – Feb., 2018. (pp. 14-15)

Barner, R., *The Transformational Odyssey: Finding your path to personal transformation and self-renewal*. (2017) Charlotte, NC: Information Age Publishing.

Barner R. and Ideus, K. *Working Deeply: transforming lives through transformational coaching*. (2017) London: Emerald Group Publishing.

Barner, R. and Ideus, K: (2019). [*Coaching and Transformation in Life*.] (Farsi Translation) **کوچین و تحول در زندگی** TAT Publishing, Iran: Dr. Bahram Barzegar, Islamic Azad University

Barner, R. and Barner, C. The Role of Mindfulness in Fostering Transformational Learning in Work Settings. (2013). In *Advances in Positive Organizational Psychology: Vol. 1*. (Arnold Bakker, Ed.) London: Emerald Books. (pp. 189-210).

Barner, R. and Barner, C. (2012). *Building Better Teams: Strengthening Performance Within & Across Work Teams*. San Francisco, CA: Wiley/Pfeiffer.

Chinese Translation. (2015) **构建高效团队的 70 种工具和方法**. Licensed to Century Wave Culture Development Co-PHEI in 2 with an initial printing of 5000 copies.

Barner, R. (2011). The five hidden roles of the managerial coach. *Training & Development* June, 2011). 38-41

Barner, R. (2011). Brand management: a key to leadership success. *Leadership Excellence*, June, 2011

Barner, R. (2011). Accelerate development: Move leaders faster through the talent pipe- line. *Leadership Excellence*, 28, 7.

Barner, R. (2011) *Accelerating Your Development as a Leader: A Handbook for Managers and Professionals*, San Francisco, CA: Wiley/Pfeiffer.

Barner, R. & C. Charlotte (2011). Mindfulness, openness to experience, and transformational learning, In *The Oxford Handbook of Reciprocal Adult Development and Learning* (Second Edition) Carol Hoare, Ed.). New York, NY: Oxford University Press. (pp.347-364)

- Stevens-Long, J. and R. Barner. (2011). Doctoral Study: At the intersection of age-related change and higher learning, In *The Oxford Handbook of Reciprocal Adult Development and Learning* (Second Edition) Carol Hoare, Ed.). New York, NY: Oxford University Press. 2011. (pp. 390-509)
- Barner, R. (2011). Applying visual metaphors to career transitions. *Journal of Career Development*, 38, (February) 89-106.
- Barner, R. & Higgins, J. Can you picture it? Using visual metaphors to support organizational collaboration. Conference proceedings; Center for Collaboration & Innovation: First Annual International Conference on Best Practices of Teams and High Performing Organizations. September 14 -17, 2009. Purdue University (published 9-15-2009)
- Barner, Robert, Ensuring HR always has a seat at the table (pp. 5-7). *Books 24X7:ExecBlueprints*; May, 2008
- Barner, R. (2007). Managing complex team interventions. *IEEE Engineering Management Review*, 354, 18-25
- Barner, R. (2007). The dark tower: Using visual metaphors to facilitate the emotional expression of organizational experiences. *Journal of Organizational Change Management*, 21, 120-13.
- Barner, R. (2006). Linking theory to practice in executive coaching. Paper delivered to the 2006 OD Network Conference; San Francisco. October 24, 2006.
- Barner, R. & Higgins, J. (2007). Understanding implicit models that drive the coaching process. *Journal of Management Development*, 26, 148-156.
- Barner, R. (2006). Making coaching count: Adapting interview techniques. *Development and Learning in Organizations*, 20, 24-27.
- Barner, R. (2006). The targeted assessment coaching interview: Adapting the assessment process to different coaching requirements. *Career Development International*, 11, 96-107.
- Barner, R. (2006). Stick to your strategy. *Inside the Minds: Developing a Corporate Culture*. (pp. 75 – 82). Boston, MA: Aspatore Books.
- Barner, R. (2006). Managing complex team Interventions. *Team Performance Management*, 12, 44-54.
- Barner, R. (2007). Republished in *IEEE Engineering Management Review: An International Quarterly Anthology for the Engineering*, Fourth Quarter
- Barner, R. (2006). *Bench Strength: Developing the depth and versatility of your organization's leadership talent*. New York, NY: AMACOM.
- Barner, R. & Higgins, J. (2005). A social constructionist approach to executive coaching. *The OD Practitioner*, 37, 37-41.
- Barner, R. (2003). Dissertation. *The relationship between student's self-theories, responses to learning setbacks, and learning outcomes in doctoral study*. Doctoral dissertation. Fielding Graduate University; Depart-

ment of Human and Organizational

Development. Available in microfilm through UMI Dissertation Services; ProQuest Information and Learning Company; UMI Microfilm: 3100537

Barner, R. (2001). Planning with a team. (Interview). *The Futurist*, ISBN: B008199TC; 33(5); p. A11. www.wfs.org/intbarner.htm

Barner, R. (2001). Scenario forecast. Online article through World Future Society Forum, Methodology Forum <http://www.wfs.org/barner.htm>, posted April 25, 2001.

Barner, R. (2001). *The team troubleshooter: How to find and fix team problems*. San Francisco: Davies-Black.

- Arabic Translation (2011). Title unknown. Eastern Raya. Saudi Arabia -
- Estonian translation. (2004) *Probleemikütt: Kuidas ledda ja lahendada meeskonnatöös esinevaid vastuolusid*, Oü,Vaike Vanker: Estonia
- Norwegian translation. (2003) *Bedre Team: Hvordan Avdekke Og Løse problemer I Team*, N.W. Damm & SØn
- Barner, R. *The team troubleshooter: How find and fix team problems* (Excerpt summarized in getAbstrac.com, 2002) <http://www.getabstract.com/www/jsp/en/Home.jsp> Barner, R. (2000). Talent wars in the executive suite: six trends in executive recruiting, *The Futurist*, 34, 35-41. Republished as, (2000).Talent wars: six trends shaping executive recruitment. *Design Intelligence*, 6, 1-7 Barner, R. (2000). Contributing expert. *Toward Effective management of high-potential employees: Identifying and development early and mid-career talent*. Washington, DC: Corporate Leadership Council. (pp. 14-15). Barner, R. (2000). Five steps to leadership competencies. *Training & Development*, 54, 47-51. Summarized in Soundview Executive Summaries (2001), 23, 9 Barner, R. (2000). Patching the holes in your leadership bench, *The Human Resource Professional*, 13, 3-7
- Reprinted in *The Quality Yearbook: 2001 Edition*. J. W. Cortada & J. A. Woods (Eds.). (pp. 606-613). New York: McGraw-Hill.

Barner, R. (2000). *Executive resource management: How to build and develop an exceptional leadership team*. San Francisco, CA: Davies-Black.

Republished as *Developing an Exceptional Leadership Team: Executive Resource Planning*. Mumbai, India: Jaico Publishing (2006).

Barner, R. (2000). Leadership strategy integration: How to align your company's executive resource strategy with its business strategy. *Conference Proceedings. Sixth Annual Leadership Development Conference*. June 11-13. Washington, D.C. Linkage Corporation. (pp. 419-438).

Barner, R. (1997). Performing a team flight check. In *The 1997 McGraw-Hill Team & Organization Development Sourcebook*. Mel Silberman, (Ed.) New York: McGraw-Hill.

Barner, R. (1996). The challenges ahead: A team self-assessment checklist. In *The 1996 McGraw-Hill Team & Organization Development Sourcebook*. Mel Silberman (Ed.) New York: McGraw-Hill, pp. 18-23.

Barner, R. (contributing expert). (1996). *Compelling Careers. Workforce Management Structures of the New "Employee of Choice"*. Corporate Leadership Council: The Advisory Board Company. Washington, D.C.

Barner, R. (1996). The new millennium workplace: Seven changes that will challenge managers. *The Futurist*, 30, 14–18.

- Translated into Japanese for inclusion in a 20-volume management text (title unknown). Tokyo: Kodansha Press (1995).
- Reprinted in (1997) *Annual Editions: Management*; 97/98 edition. Fred H. Maidment (Ed.), (pp. 33-37). New York: Duskin/McGraw-Hill.
- Reprinted in (1998) *Annual Editions: Management*; 98/99 edition. Fred H. Maidment (Ed.), (pp. 38-42). New York: Duskin/McGraw-Hill.
- Reprinted in (1998) *Annual Editions: Business Ethics 98/99*. John E. Richardson (Ed.) (pp. 122-126). New York: Duskin/McGraw-Hill.

Barner, R. (1995). Skills for survival, *Human Resource International Digest*, 3, ABI/INFORM Global

Barner, R.. (1995). Don't burn out—recharge. *The Wall Street Journal's National Business Employment Weekly* (April 16-22).

Barner, R. (1995). (contributing expert). *Success Abilities*. Ancona, Paula (Ed). New York: Chamisa Press.

Barner, R. (1994). Enablement: The key to empowerment. *Training & Development* June, 33–36.

Barner, R. (1994). *Crossing The Minefield: Tactics for Overcoming Today's Toughest Management Challenges*. New York: AMACOM.

- German Translation. *Erfolgreich führen unter Druck; Überlebenstraining für Manager*. (1996). Aus dem Amerikanischen von Helga Höhle. Landsburg am Lech, Germany: Vertag Moderne Industrie.
- Excerpted in *Successful Manager's Handbook: Development Strategies for Today's Managers*. (1996). Brian L. Davis, et al., (Eds.). (p. 451). Minneapolis, MN: Personal Decisions International.
- Summarized in *Sociological Abstracts Vol. 43, No. 2*. (p. 793). San Diego: Cambridge Scientific Abstracts (April 1995).
- Republished by *Soundview Executive Book Summaries* (1994). Audio. Barner, R. (1994). The new career strategist: Career management for the year 2000 and beyond. *The Futurist*, (September-October), 8–14.
- Reprinted in *Exploring Your Future: Living, Learning, and Working In The Information Age*. (1996). Edward Cornish (Ed). (pp. 12-18). Bethesda, MD: World Future Society.
- Republished by The Bridges Initiative, a Canadian nonprofit public school advisory group (1994). CD-ROM.

Barner, R. (1994). Designing human scale continuous improvement. *The Journal for Quality and Participation*, 17, 60–63.

- Barner, R. & Parry, C. (1993). Creating a time-line for jumping ship. *The Wall Street Journal's National Business Employment Weekly*, October 8-14.
- Barner, R. & Parry, C. (1993). Should you leave your job now...or later?" *The Wall Street Journal's National Business Employment Weekly*, October 1-7..
- Barner, R. & Parry, C. (1993). Is now a good time to jump ship?" *The Wall Street Journal's National Business Employment Weekly*, September 24-30.
- Barner, R. (1993). *Lifeboat strategies: How to keep your career above water during tough times...or any time*. New York: AMACOM.
- Summarized in *Future Survey*, 6,11. Barner, R. & Fulbright, J. (1991). *Set the stage for employee involvement*. *HR Magazine*
- 36, 73-78. Barner, R. (1989).The right tool for the job. *Training & Development Journal*, 43, 46–51.
- Reprinted in *The Best of Developing and Managing Work Teams*. (pp. 31-35). Alexandria, VA: American Society for Training & Development (1991).
- Brenner, M., Barner, R. Hinton, J. Ogdon, T. & Smock, N. (2006). Key elements of effective succession planning. (pp. 6-9). *Books 24x7:ExecuBlueprints*,
- Jensen, K, Barner, R., Crosson, J. & Kornblat, L. (2006). HR Efficiency best practices: impacting the bottom line. (pp. 5-7). *Books 24x7:ExecuBlueprints*,
- Parry, C. & Barner, R. (2003). What kind of team are you building? In Mel Silberman (Ed.) *The Consultant's Big Book of Reproducible Surveys and Questionnaires*. New York: McGraw-Hill (pp.198-205).
- Stevens-Long, Judith & Barner, R. (2011) Doctoral study: At the intersection of age-related change and higher learning. In *Handbook of Reciprocal Adult Development & Learning* (Carol Hoare, Ed.). New York, NY: Oxford University Press. In press.
- Stevens-Long, J. and Barner, R. (2006). Advance avenues in adult learning: The role of doctoral study", In C. Hoare (Ed.). *Handbook of Adult Development and Learning*. (pp. 455-475). New York: Oxford University Press

Conference Presentations & Speaking Engagements

- Barner, R. *Understanding transformational learning in coaching engagements*. (June 11, 2017). The Graduate School Alliance for Education in Coaching. Toronto, Canada.
- Barner, R. and J. Goff. *Creating a Positive (and Unplanned) Future for Yourself and Those You Serve*. (October 26, 2017). Grief & Loss Center of North Texas. Dallas, TX. Half-day workshop for volunteers from seven nonprofit organizations in the DFW area.

- Barner, R. and J. Goff. *Seven questions that can change your life*. (July 17, 2017). Holistic Chamber of Commerce; Dallas, Texas.
- Barner, R. *The Care and Feeding of High Potential Leaders* (March 17, 2015). Dallas Chapter of the Association for Talent Development –ATD. Dallas, TX.
- GameStop - *Leading Through Ambiguity & Uncertainty* (June 10, 2015). GameStop Corporation. Grapevine, TX.
- Conflict Resolution Network; *Thinking Outside the Box: Rebranding Yourself as a CR Professional* (November 10, 2015). Plano, TX.
- Barner, R. *Accelerating the development of your leaders*. (April 6, 2011). Webinar through HR.com presented to over 600 participants within the United States, India, Canada, Chile, India, Lebanon, Israel, Jamaica, Kuwait, Japan, Mexico, China and Singapore Archived at <http://www.hr.com/stories/1297349517320>
- Barner, R., *Accelerating the development of your (best) leaders*. Dallas, TX: Dallas ASTD Chapter, March 15, 2011.
- Barner, R., *Accelerating development through mentoring, coaching and teambuilding*. Dallas, TX: T. Boone Pickens Leadership Institute. March 11, 2011.
- Barner, R. *Managing your brand during tough times*. HR Catalyst Group, Frisco, TX, February 22, 2011.
- Barner, Robert & Tinkle, D., *Applying visual metaphors to executive coaching and developmental counseling*. OD Network Conference; New Orleans, October 19, 2010.
- Barner, R. & Tinkle, D., *Can you picture it? Using visual metaphors to support organizational collaboration*. Southwest HR Conference; Ft. Worth, TX, October 11, 2010.
- Barner, R. *Applying conflict resolution skills and techniques to meeting facilitation and team building*. Conflict Resolution Network, Plano, TX February 9, 2010.
- Barner, R. Radio commentaries recorded through KERA; National Public Broadcasting. April – May, 2009: *Making Tough Career Tradeoff Decisions* ; *Understanding Your Personal Brand* ; *Learn to Tell Your Own Story at:*
- <http://www.publicbroadcasting.net/keranews/newsmain/article/1/0/1507561/North.Texas/Commentary.Learn.To.Tell.Your.Own.Story>
- Barner, R. & Higgins, J. *Adapting visual metaphors to support organizational performance*. Center for Collaboration & Innovation: First Annual International Conference on Best Practices of Teams and High Performing Organizations. September 14 -17, 2009. Purdue University.
- Barner, R., 2008 International OD Network Conference, *Adapting coaching to the needs of high potential leaders*, October 21, 2008; Austin, TX
- Barner, R., *The tools we use: visual metaphors and narrative analysis*. Thirteenth Annual Conference of the

International Forum for Visual Practitioners; August 7, 2008

Barner, R. *Understanding the implicit theories that inform your coaching practice*. Practice. Presentation at the OD Network Conference; October 24, 2006. San Francisco, CA.

Barner, R., *Managing complex team interventions*. Presentation at the Sixteenth Annual International Conference: Building Collaborative Capacity for Business Results; September 27, 2005. Fort Worth, Texas

Barner, R. *Examining four theories that inform executive coaching*. presented at the Dallas-Ft. Worth Coaching Roundtable, July 13, 2005. Dallas, TX.

Barner, R. *Innovative initiatives in strategic leadership development*. Presentation to North-east Human Resources Association (NEHRA) HR Innovation Conference; November 2, 2001. (audiotape)

Barner, R. (2000). Establish a good culture fit between candidates and hiring organizations. International Association of Corporate & Professional Recruitment. Twenty-second Annual conference: FutureQuest 2000. Pentagon City, September 18-20, 2000.

Barner, R. *Leadership strategy integration: How to align your company's executive resource strategy with its business strategy*. Presentation at the Sixth Annual Leadership Development Conference, June 11-13, 2000. Washington, D.C. Conference Proceedings. 419 – 437.

Barner, R., *How to forge organizational alliances*. Margaret Chase Smith Center for Public Policy; University of Maine's Fifty-first New England Management Institute. Cassabasset Valley, MA: August 14-16, 1996.

Barner, R. *Juggling your priorities in today's workplace*. AMA-By-Satellite, November 15, 1995. Live satellite broadcast to 800 corporate sites in the U.S., Canada, and Caribbean. New York: AMA-COM (1995).

Barner, R. *How to forge alliances during times of rapid organizational change*, Presentation to International Conference of the World Future Society; Washington, D.C. July 18, 1995;

Barner, R. *Developing tomorrow's leaders today*. American Management Association's Sixty-fifth Human Resource Conference and Exposition. San Francisco, April 10-13, 1994.

Barner, R. & Fulbright, J. *Managing inter-team boundaries*. Presentation to the American Association for Quality and Participation (AQP) Third Annual Symposium on Work Redesign. January, 29, 1992. Orlando, FL

University Service

- In 2016 directed the facilitation of a strategy planning process for SMU COX Executive Education.

- Established the *HR Advisory Council*, securing corporate advisement from such companies as EFH, GameStop, American Airlines, and JC Penney.
- Created the Dispute Resolution department's first corporate internship program.
- Directed Study Abroad programs in the subject of *International Organizational Collaboration* at Trinity University, in Dublin & Belfast, Ireland
- Directed Study Abroad programs in the subject of *Multicultural Applications to Teamwork and Teambuilding* in Delhi, Agra, and Jaipur, India
- Presented three radio commentaries on the subject of career development through KERA Public Broadcasting in 2009.
- Member of SMU's Education Abroad Committee

Journal Reviewer

- *Journal of Management Development*
- *Journal of Organizational Change Management*
- *Career Development Journal*
- *Journal of Education & Training Studies*
- *The HRD Review*

Professional Affiliations

- Society for Human Resource Management
- Association for Talent Development
- National OD Network
- Graduate School Alliance for Education in Coaching

Awards

- Nominated for HR Book of the Year in 2001 for the book, *Executive Resource Management*, by The Society of Human Resource Management's 27th Annual Book Award Program.
- Cited for best practice: "Choice Hotels International: In-house Executive Training & Development" *American Lodging Excellence: The Key to Best Practices in the Lodging Industry*, Dube,

Laurett, Enz, Cathy; Renaghan, Leo; and Siguaw, Judy. The Center for Hospitality Research, School of Hotel Administration; Cornell University. 2000. 68-69

- Cited for best practice: “Best Practices in Human Resources”, Cathy A. Enz and Judy A. Siguaw, *Hotel and Restaurant Quarterly*, (February 2000): 48-61.

Board Membership

(2015- 2017) Vice-president and board member for the Grief & Loss Center of North Texas, a nonprofit organization focused on providing bereavement support to adults, families, and children who are dealing with issues of grief & loss.