

DR. RICHARD CHARLES NEMANICK
THE LEADERSHIP EFFECT
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PROFESSIONAL EXPERIENCE

The Leadership Effect Clients (1997-present)

Brown Smith Wallace, LLC

- Facilitated strategic planning for firm leadership.
- Designed competency model for firm performance management system.

Agilent Technology

- Conducted executive coaching assignments for leaders in the Agilent business units (subcontractor for Aon).

Alberici Corporation

- Designed and delivered a two-part leadership seminar series for the firm's senior leadership.

Ameren Corporation

- Designed series of leadership development workshops for nuclear power plant.

Anheuser-Busch Companies, Inc.

- Facilitated strategic planning process for information technology unit
- Designed and administered IT professionals' mentoring program
- Consulted on SAP ERP reengineering projects impacting all business units
- Conducted team building programs for implementation teams
- Provided coaching to project managers
- Conducted post-implementation evaluation of enterprise-wide SAP upgrade projects

Boeing

- Designed and administered a mentoring program for developing future leaders.
- Led workshop on managing organizational change.

Hubbell Power Systems

- Conducted mentoring workshop for lead candidate development program

Monsanto Company

- Delivered professional development series of four leadership workshops.
- Designed and delivered mentoring training for Technology organization.

Nestlé Purina PetCare

- Designed and administered a mentoring program for developing future leaders.
- Conducted survey- and focus group-based evaluation of mentoring program.
- Worked as an assessor and coach in company's *Gateway Leadership Development Center* (subcontractor for Aon).
- Conducted executive coaching assignments for leaders in the Purina business (subcontractor for Aon).

Pfizer

- Designed and administered a project leader development program, including 360° feedback, mentoring program, and professional development workshops
- Conducted outcomes evaluation of leader development program.

Pharmacia Discovery Research Group

- Designed and administered project leader mentoring program
- Consulted on effective leader behaviors during merger with Pfizer

SBC Communications

- Worked as facilitator/assessor for three different assessment centers selecting for sales positions.

St. Louis Metropolitan Police Department

- Designed and delivered professional development series of leadership development workshops.
- Conducted 360° feedback assessments for police leaders (sergeants and above).

Evaluation Projects

Project Manager, Ralston Purina Companies, Inc., June 1998 – March 1999

- Led team to develop an organizational learning system for the Office of Consumer Affairs. Conducted training for Ralston staff to continue data collection and make strategic decisions with the data.

Consultant/Project Coordinator, Drury Inns, September 1995 – February 1996

- Consulted with reengineering team during problem solving. Collected, analyzed, and fed back data on staff and management job satisfaction and turnover intentions.

Consultant/Project Coordinator, Department of Veterans Affairs, Continuing Education Center, St. Louis, MO, November 1993 – April 1995

- Designed and directed evaluation of antecedents of program impact for stress management training programs. Conference presentation (Nemanick, Munz, & Jones, 1995)

FACULTY POSITIONS

Adjunct Assistant Professor, Department of Management, John Cook School of Business, Saint Louis University
January 2001 – May 2006

Instructor, Department of Management, John Cook School of Business, Saint Louis University
August 1997 – December 2000

UNIVERSITY COURSES TAUGHT

Building an Effective Mentoring Program *Washington University*, Human Resources Management Program (Masters Level)

Strategic Management *Saint Louis University*, Department of Management (MBA Level)

Small Group Behavior *Saint Louis University*, School for Professional Studies (undergraduate)

Organizational Behavior *Washington University*, Human Resources Management Program (Masters Level); *Saint Louis University*, Department of Management (MBA Level); College of Arts and Sciences, Evening Division (undergraduate); School for Professional Studies (undergraduate)

Managing Organizational Change *Saint Louis University*, Department of Management (MBA Level)

Senior Research Methods and Practice *Saint Louis University*, Department of Occupational Therapy (undergraduate)

Introduction to Statistics and Research Methodology *Saint Louis University*, Department of Occupational Therapy; Department of Psychology (undergraduate)

RESEARCH ACTIVITIES

Refereed Publications

Huelsman, T. J., Furr, R. M., & Nemanick, R. C., Jr. (2003). Measurement of dispositional affect: Construct validity and convergence with a circumplex model of affect. *Educational and Psychological Measurement*, *63*, 655-673.

Nemanick, R. C., Jr., & Clark, E. M. (2002). The differential effects of extracurricular activities on attributions in résumé evaluation. *International Journal of Selection and Assessment*, *10*, 206-217.

Huelsman, T. J., Nemanick, R. C., Jr., & Munz, D. C. (1998). Scales to measure four dimensions of dispositional mood: Positive energy, tiredness, negative activation, and relaxation. *Educational and Psychological Measurement*, *58*, 804-819.

Nemanick, R. C., Jr., & Munz, D. C. (1997). Extraversion and Neuroticism, Trait Mood, and State Affect: A Hierarchical Relationship? *Journal of Social Behavior and Personality*, *12*, 1079-1092.

Nemanick, R. C., Jr., & Munz, D. C. (1994). Measuring the poles of negative and positive mood using the Positive Affect Negative Affect Schedule and Activation Deactivation Adjective Check List. *Psychological Reports*, *74*, 195-199.

Other Publications

Nemanick, R. C., Jr. (2005). Mentoring in the small business. *St. Louis Small Business Monthly*, *18* (2), p. 15.

Staebler Tardino, V. M., & Nemanick, R. C., Jr. (2003). GIOP: St. Louis' Gateway to I/O Psychology. *The Industrial-Organizational Psychologist*, *40* (4), 96-100

Nemanick, R. C., Jr. (2000). Comparing formal and informal mentors: Does type make a difference? *Academy of Management Executive*, *14* (3), 136-138.

Presentations

Nemanick, R. C., Jr., & Kramer, T. J. (2003, April). Effects of Question Format in Telephone Survey Research. Paper presented at the 46th Annual Conference of the Midwest Academy of Management, St. Louis, MO.

Huelsman, T. J., Kennedy, C. A., & Nemanick, R. C., Jr. (1999, June). A multi-trait multi-method matrix analysis of dispositional mood. Paper presented at the Eleventh Annual Convention of the American Psychological Society, Denver, CO.

Nemanick, R. C., Jr., Clark, E. M., & Novak, M. J. (1997, May). Extracurricular organization membership and résumé evaluation for sales positions. Paper presented at the Sixty-ninth Annual Convention of the Midwestern Psychological Association, Chicago, IL.

Nemanick, R. C., Jr., Clark, E. M., & Silverstein, A. (1996, May). Impact of extracurricular organization membership on résumé evaluation. Paper presented at the Sixty-eighth Annual Convention of the Midwestern Psychological Association, Chicago, IL.

Nemanick, R. C., Jr., & Huelsman, T. J. (1995, February). The development of a new measure of trait mood. Paper presented at the Second Annual Applied Psychology Conference at Southern Illinois University at Carbondale, Carbondale, IL.

Nemanick, R. C., Jr., Munz, D. C., & Jones, O. D. (1995, September). The importance of post-stress management program behavior: Use it or lose it. Paper presented at Work, Stress and Health '95: Creating Healthier Workplaces, Washington, D.C., sponsored by the American Psychological Association and the National Institute of Occupational Stress and Health.

Pollard, C. A., Carmin, C. N., & Nemanick, R. (1994, October). Is Obsessive Compulsive Disorder associated with growth deficiency? Paper presented at the annual meeting of the Association for the Advancement of Behavior Therapy, San Diego, CA.

EDUCATION

Doctor of Philosophy

Department of Psychology, Saint Louis University, St. Louis, MO, May 2000

Specialty Area: Organizational Psychology

Dissertation: Examining Organizational Citizenship Behavior from a Role Theory Perspective

Master of Science (Research)

Department of Psychology, Saint Louis University, St. Louis, MO, May 1996

Specialty Area: Organizational Psychology

Thesis: The Structure of Mood and Personality

Bachelor of Science in Business Administration

Drake University, Des Moines, IA, May 1991

Major: Marketing

Bachelor of Arts

Drake University, Des Moines, IA, May 1991

Major: Psychology

HONORS

1996 John Napoli Award for Outstanding Teaching by a Psychology Graduate Student (Departmental Award)

1999 Marilyn K. Rigby Award for Outstanding Applied & Experimental Psychology Graduate Student (Departmental Award)

Masters Thesis – Passed with Distinction

Doctoral Oral Examination – Passed with Distinction

COMMUNITY SERVICE

Chaminade College Preparatory: Member of Board of Trustees (2005-present)

Hope Unlimited: Facilitated board of directors meetings during transition to new executive director and new board membership.

Hope Unlimited is a nonprofit organization that works with at-risk youth in Metropolitan St. Louis.

Gateway Industrial/Organizational Psychologists: Executive Committee President (2001), Newsletter Editor (1999)