

# Dr. David Payne



Dr. David Payne is an EDA Senior Organizational Consultant with extensive experience in Human Resources strategic planning and program development. David has over 25 years of experience in creating client programs and services that enable organizations to achieve critical business strategies and results through the effective *selection, development, and retention* of talent at all levels.

## Key Areas

David's areas of specialty include:

- Identification and implementation of strategic HR initiatives for aligning human capital and business objectives
- Development of competency-based performance management systems
- Success profiling (competency modeling) and job analysis
- Employee surveys and facilitating follow-on action planning for change initiatives

## Education

- Ph.D. in Social Psychology, Syracuse University
- M.A. in Psychology, St. Mary's University
- B.B.A. in Advertising, Oklahoma University

## Experience

David has successfully provided consulting services to numerous clients in the manufacturing, food service, and professional services industries, as well as a number of Federal government agencies. He has developed a variety of personnel development systems, ranging from hourly workers to high level (CEO) corporate positions. As an example, for the U.S. Navy he recently developed and implemented a process for linking competencies and related job skills to job analysis data. Results of this project are expected to lead to significant improvements in the Navy training and job classification systems.

A sampling of clients he has worked with include:

- Nabisco Bakeries
- TGI Friday's
- PolyOne (chemical company)
- Applebee's Restaurants
- Domco Tile
- KrispyKreme Doughnuts
- U.S. Depts. of Treasury and Defense
- And numerous others