

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

**Wiki Site:** [https://en.wikipedia.org/wiki/William\\_J.\\_Rothwell](https://en.wikipedia.org/wiki/William_J._Rothwell)  
**Google Scholar:** <https://scholar.google.com/citations?user=MYPW0X8AAAAJ&hl=en>

<b>Home Address</b>	647 Berkshire Drive State College, PA 16803	<b>Work Address</b>	310B Keller Building University Park, PA 16802
<b>Home Phone</b>	814-234-6888	<b>Work Phone</b>	814-863-2581
<b>Home FAX</b>	814-235-0528	<b>Mobile Phone</b>	814-441-4087
<b>University URL</b>	<a href="http://www.ed.psu.edu/wfed/WJR.asp">http://www.ed.psu.edu/wfed/WJR.asp</a>	<b>Work FAX</b>	814-863-7532
<b>Private URL</b>	<a href="http://www.rothwellandassociates.com">http://www.rothwellandassociates.com</a>	<b>University E-mail</b>	<a href="mailto:wjr9@psu.edu">wjr9@psu.edu</a>

### Work Experience

**Owner, The Stevens Motel** (1275 N. Atherton Street, State College, PA), as one of two partners in The Rothwell Partnership. Oversees an 18-unit motel. (My son-in-law manages it.)  
See: <https://www.thestevensmotel.com/>  
State College, PA December 5, 2022-Present.

**Partner, The Rothwell Partnership** (647 Berkshire Drive, State College, PA), as one of two partners. The Partnership owns a motel and 9 vacation rental homes. (My wife is my co-partner.)

**Distinguished Professor, Workforce Education and Development**, College of Education, Department of Learning and Performance Systems, The Pennsylvania State University, University Park, Pennsylvania February 15, 2022-Present

The special title of “Distinguished Professor” is a special title awarded by the University as special recognition. For the full details regarding this prestigious award, see: <https://policy.psu.edu/policies/ac10>  
The university notification is here: <https://www.psu.edu/news/story/penn-state-names-21-new-distinguished-professors-2022/> and here: <https://www.psu.edu/news/education/story/boldt-rothwell-named-distinguished-professors/>

**Professor, Workforce Education and Development**, College of Education, Department of Learning and Performance Systems, The Pennsylvania State University, University Park, Pennsylvania January 1, 1993-February 2022

Part of the Workforce Education and Development program, teaches courses, advises students, and Chairs Masters and Ph.D. committees.

**Masters and Doctoral Courses Taught at Penn State**

<b>WFED 572 Organization Development for Trainers (residential and online)</b>	<b>WFED OD Interventions (residential)</b>	<b>WFED 582 Assessing and Feeding Back Data: Organizational Diagnosis (residential)</b>
<b>WFED 578 Process Consultation (residential)</b>	<b>WFED 884 Appreciative Inquiry (residential)</b>	<b>WFED 585 Appraising Organization Development and Consulting (residential)</b>
<b>WFED 881 Marketing Organization Development and Consulting (residential)</b>	<b>WFED 595 Field-Based Project in Training (residential)</b>	<b>WFED Training Needs Assessment (residential)</b>
<b>WFED 597 Diversity, International and Multicultural Training (residential)</b>	<b>WFED 597 Training Evaluation (residential)</b>	<b>WFED 597 Current Policies and Practices in Training (residential)</b>
<b>WFED Professional Seminar (residential)</b>	<b>WFED 597 Facilitating Training (residential)</b>	<b>WFED 600 Dissertation (residential)</b>

**Professor in Charge, Workforce Education and Development**, College of Education, Department of Learning and Performance Systems, The Pennsylvania State University, University Park, Pennsylvania  
 June 2015– June 30, 2017  
 June 2003-June 30, 2006

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

**President, Rothwell & Associates, LLC**  
 State College, Pennsylvania  
 July 2010-Present

**Comparative and International Education Affiliate Faculty Member, College of Education**  
 University Park, PA  
 See: <https://ed.psu.edu/academics/departments/department-education-policy-studies/educational-leadership-program-3>

**Intercollege Affiliate Faculty Member**, dual-title degree graduate program in Operations Research, **Department of Industrial Engineering**, College of Engineering, from 2000 to present, University Park, PA. See: <https://www.or.psu.edu/>

**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, Greenhills Village***  
State College, Pennsylvania

January 1999-July 2022

Co-owner with wife Marcelina V. Rothwell, President and CEO of Greenhills Village, a 50-bedroom State-licensed Personal Care Home in State College, PA. The business was sold in July 2022.

***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** (*Master of Arts in Business Administration-M.A.B.A.*)

<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**. During my time at Sangamon State, I also wrote an optional Master's paper called *A literature review of Organization Development*.

### **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

- SHRM-SCP** *Society for Human Resource Management, Senior Certified Professional*  
Awarded by the Society for Human Resource Management in 2016 and recertified in 2019 through 2022.
- SPHR** *Senior Professional in Human Resources (Life Accreditation).*  
Awarded by the Human Resource Certification Institute (HRCI) through examination, experience, recommendations, and recertification.
- RODC** *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

**Faculty Chair**, Careers and Technologies for Advancing Diversity, Equity, and Inclusion for academic year 2022/2023. The tentative conference date is March 19, 2023.

**Member**, World Campus Program Coordinators' Committee, College of Education, 2021-Present.

**Member**, Task Force to Explore an MPS in Talent Development Program in Workforce Education and Development, 2022-2023.

**Chair**, Workforce Education and Development Program Graduate Awards Committee, 2022-2023.

**Member**, Faculty Council, College of Education, Representative for Learning and Performance Systems, 2021-2023.

**Member**, Faculty Council subcommittee on Graduate Policy and Research, College of Education, 2022-2023.

**Member**, Committee on Determining Graduate Faculty Status, The Graduate School

**Member**, Curriculum Affairs Committee, College of Education, Representative for Faculty Council, Fall 2021-Spring 2022.

**Member**, Sabbatical Review Committee, College of Education, Fall 2021-Spring 2022.

**Chair**, Search Committee for Department Head of Learning and Performance Systems, 2018-2019.

**Chair**, Search Committee for Department Head of Learning and Performance Systems, 2016-2017.

**Member**, Department Promotion and Tenure Committee, Department of Learning and Performance Systems, Penn State, 2013-2014, 2017-2018, 2018-2019, 2020-2021, 2021-2022, 2022-2023.

**Chair**, Promotion and Tenure Committee, Department of Learning and Performance Systems, College of Education, Penn State University, 2016.

**Chair**, Search Committee for Department Head of Learning and Performance Systems, 2015-2016.

**Chair**, Department Promotion and Tenure Committee, Department of Learning and Performance Systems, Penn State, 2014-2015.

**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.

**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**

**Admitted to the Graduate School**, College of Business, University of Texas at Tyler [*to serve on a doctoral committee as an external member*]

**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 2012.

**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 2012.

**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 2020. 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, 2009-2022.  
**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*  
**Reviewer**, *Academic Impressions*  
**Reviewer**, *The Journal of Applied Behavioral Science*

### **Professional Presentations**

Rothwell, W. (2022, December 19). *Employee coaching skills: How to motivate, create accountability and boost their performance*. Conducted a webinar for Training.com.

Rothwell, W. (2022, December 13). *Flexible work environments: New considerations in an evolving workplace*. Conducted a one-hour webinar for Remarkexperts LLC.

Rothwell, W. (2022, December 6). *Flexible work environments: New considerations in an evolving workplace*. Conducted a one-hour webinar for Lorman, Inc.

Rothwell, W., & Farnan, K. (2022, December 3). *The role of organizations in social change*. Recorded a 25-minute podcast for the WTF series online. See: [https://drive.google.com/file/d/1hQwAFbfOxgigfom4juG1\\_9jvAxErjXkg/view](https://drive.google.com/file/d/1hQwAFbfOxgigfom4juG1_9jvAxErjXkg/view)

Rothwell, W. (2022, December 1). *Helping employees deal with depression and anxiety*. Conducted a 60-minute webinar for Webinar Planet.

Williams, S., Zaballero, A., & Rothwell, W. (2022, November 30). *Scene 2 simulation*. Conducted an optional, extracredit simulation/pilot test of one hour for WFED572 and for WFED578.

Rothwell, W. (2022, November 29). *Navigating HR like a pro: What every small business & new HR person should know, do and avoid*. Conducted a 60-minute webinar for Training.com.

Rothwell, W. (2022, November 22-24). *Succession planning and talent management*. Conducted a 3-day onsite workshop in Dubai, United Arab Emirates.

Rothwell, W. (2022, November 18). *Retention application strategies for employees*. Conducted a webinar for Remark Experts.

Rothwell, W., & Bakhshandeh, B. (2022, November 17). *Develop effective virtual teams*. Conducted a 60-minute webinar (and videotape) for MyCPE.

Rothwell, W. (2022, November 14). *Session 5: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.

Rothwell, W. (2022, November 13). *Session 4: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.

Rothwell, W. (2022, November 11). *Selling the line on training*. Conducted a one-hour webinar for the International Association for Continuing Education and Training (IACET).

- Rothwell, W. (2022, November 10). *Session 3: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2022, November 10). *Watching group process: An instrument*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED578.
- Rothwell, W. (2022, November 10). *Succession planning for sustainable small and family business*. Conducted a 60-minute webinar for Training, Inc.
- Rothwell, W. (2022, November 9). *Session 2: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2022, November 9). *Retention application strategies for employees*. Conducted a 6-minute webinar for Lorman, Inc.
- Rothwell, W., Ealy, P., & Campbell, J. (2022, November 9). *Rethinking diversity, equity and inclusion: webinar 2*. Conducted a one-hour webinar for the Organization Development Network.
- Rothwell, W. (2022, November 8). *Session 1: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2022, November 8). *What's new in succession planning and talent management?* Conducted a one-hour guest lecture for the Chetana Institute of Management and Research (Mumbai, India).
- Rothwell, W. (2022, November 22-24). *Succession planning and talent management masterclass*. Conducted a 3-day workshop in Dubai, United Arab Emirates.
- Rothwell, W. (2022, November 2). *What's new in succession planning and talent management?* Conducted a one-hour webinar for Caliber (Dubai, UAE).
- Rothwell, W. (2022, October 31). *Succession planning for small business and family business*. Conducted a one-hour webinar for Upskilling (India).
- Rothwell, W. (2022, October 27). *Practical models to guide your thinking about succession planning and talent management*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED572.
- Rothwell, W., & Zaballero, A. (2022, October 27). *Team building series Part III: Develop effective team communication*. Conducted a one-hour webinar, which was also videorecorded for later viewing, by MyCPE.
- Rothwell, W. (2022, October 25). *Managing your well-being as a manager*. Conducted a one-hour webinar for Lorman.
- Rothwell, W. (2022, October 24). *High-performance coaching for managers: A step-by-step approach to increase employees' performance and productivity*. Conducted a one-hour session for Upskilling.
- Rothwell, W., Maldonado, C., Asino, T., & Zaballero, A. (2022, October 20). *Career planning: A sample interview with Candice Sczyceny*. Conducted a one-hour interview podcast session on Clubhouse.
- Rothwell, W., Ealy, P., & Campbell, J. (2022, October 19). *Rethinking organizational diversity, equity, and inclusion*. Conducted a one-hour webinar panel discussion for the OD Network.

- Rothwell, W. (2022, October 11). *Diagnosing group process: An instrument*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED578.
- Zeine, F., & Rothwell, W. (2022, October 10). *An interview about high-performance coaching for managers*. Participated in a one-hour online video interview that was edited to be a video and a podcast. Conducted from India. Youtube link: <https://www.youtube.com/watch?v=SqnKJm50fcA&feature=youtu.be>  
Podcast link: <https://innervoicchat2018.podbean.com/e/e274-a-heartfelt-chat-with-dr-foojan-zeine-and-dr-william-rothwell-about-high-performance-coaching/>
- Williams, S., Zaballero, A., & Rothwell, W. (2022, October 7). *Scene 1 simulation*. Conducted an optional, extracredit simulation/pilot test of one hour for WFED572 and for WFED578.  
<https://drive.google.com/drive/folders/1Wrwg4eYD1N6XoDSXJLCvTcc35VYt8PxC?usp=sharing>
- Rothwell, W. (2022, October 6). *Assimilate: Building a pragmatic skills strategy*. Conducted a one-hour invited keynote session for BeNext in India.
- Rohwell, W., Williams, S., & Zaballero, A. (2022, September 29). *Structure learning for accountability*. Conducted a one-hour presentation for the the International Association of Continuing Education and Training (IACET).
- Rothwell, W. (2022, September 29). *Part 4 of 4: Appreciative inquiry*. Conducted a 5-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2022, September 28). *Part 3 of 4: Organization development*. Conducted a 5-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W., King, S., Zaballero, A., & Poole, D. (2022, September 27). *Identifying and citing references*. Conducted a one-hour session for authors of *The succession planning handbook*.
- Rothwell, W. (2022, September 27). *Part 2 of 4: Change management*. Conducted a 5-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2022, September 26). *Part 1 of 4: Demystifying organization development and change*. Conducted a 5-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2022, September 22). *Effective succession planning*. Conducted a 60-minute webinar for Assentglobal, Inc.
- Rothwell, W. (2022, September 21). *Managing your well-being as a manager*. Conducted a 60-minute webinar for Webinarplanet, Inc.
- Rothwell, W. (2022, September 21). *What's new in talent management and organization development?* Conducted a one-hour webinar for Talentpole, Inc. in Beijing, China.
- Rothwell, W. (2022, September 20). *Part 4 of 4: Appreciative inquiry*. Conducted a 2-hour videotaped online workshop session for Talentpole Consulting in Shanghai, China for translation and presentation by subtitled video online.
- Rothwell, W. (2022, September 20). *Part 3 of 4: Organization development*. Conducted a 2-hour videotaped online workshop session for Talentpole Consulting in Shanghai, China for translation and presentation by subtitled video online.
- Rothwell, W. (2022, September 20). *Assessing group dynamics*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED578.

- Rothwell, W., Ealy, P., & Campbell, J. (2022, September 20). *Rethinking organizational diversity, equity, and inclusion*. Conducted a one-hour webinar panel discussion for Webinar Planet.
- Rothwell, W. (2022, September 20). *Changing the corporate culture through Organization Development: Using dialogic OD to change the stories people tell to shape the culture*. Conducted a 60-minute webinar with Caliber Consulting, Inc. in Dubai, UAE. See: [https://us06web.zoom.us/rec/play/V2Y1vtk7GG3VcW1IJX0z0tnVCB0IaWt3BBt7m92kjanCruCKSDyCW1CzZAEsOu3LvcUcKGJZFaoUtvWi.ikE5HGjJ3Y7iEzfR?continueMo de=true&\\_x\\_zm\\_rtaid=pv-6-Q5gRCaAlt5qhMZ8ng.1663749867974.5a27b76fa3f97a5637b7a9e907cc9155&\\_x\\_zm\\_rhtaid=759](https://us06web.zoom.us/rec/play/V2Y1vtk7GG3VcW1IJX0z0tnVCB0IaWt3BBt7m92kjanCruCKSDyCW1CzZAEsOu3LvcUcKGJZFaoUtvWi.ikE5HGjJ3Y7iEzfR?continueMo de=true&_x_zm_rtaid=pv-6-Q5gRCaAlt5qhMZ8ng.1663749867974.5a27b76fa3f97a5637b7a9e907cc9155&_x_zm_rhtaid=759) The passcode is *Caliber 123!*
- Rothwell, W. (2022, September 19). *Part 2 of 4: Change management*. Conducted a 2-hour videotaped online workshop session for Talentpole Consulting in Shanghai, China for translation and presentation by subtitled video online.
- Rothwell, W. (2022, September 19). *Part 1 of 4: Demystifying organization development and change*. Conducted a 2-hour videotaped online workshop session for Talentpole Consulting in Shanghai, China for translation and presentation by subtitled video online.
- Rothwell, W. (2022, September 18). *Talent management and organization development workshop series- Session 4: Implementing daily talent management*. Conducted a 60-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W. (2022, September 18). *Talent management and organization development workshop series- Session 3: Implementing technical talent management for knowledge workers*. Conducted a 60-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W. (2022, September 17). *Talent management and organization development (TMOD) Workshop series: Part 4- Implementing daily talent management*. Conducted a 60-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W. (2022, September 17). *Talent management and organization development (TMOD) Workshop series: Part 3- Implementing technical talent management for knowledge workers*. Conducted a 60-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W. (2022, September 16). *Talent management and organization development (TMOD) Workshop series: Part 2-Implementing traditional talent management*. Conducted a 60-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W. (2022, September 16). *Talent management and organization development (TMOD) Workshop series: Part 1-Key issues, definitions and concepts*. Conducted a 60-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W. (2022, September 15). *Talent management and organization development (TMOD) Workshop series: Overview*. Delivered a 20-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W., Jamieson, D., Brendel, W., Zaballero, A., & Sadique, F. (2022, September 9).

- Exploring diversity outside of the US: Addressing gender bias in corporate India* (see this link: <https://whattheflip.buzzsprout.com>) with three elocutionists Drs. William Rothwell, Dave Jamieson, and Bill Brendel and invited guest speaker Dr. Shalini Lal.
- Rothwell, W. (2022, September 1). *Virtual group coaching to improve group relationships*. Conducted a one-hour session for students in WFED578.
- Rothwell, W. (2022, September 1). *Helping employees through trauma*. Conducted a 65-minute webinar for Lorman, Inc.
- Rothwell, W., King, S., Zaballero, A., & Poole, D. (2022, August 30). *Effective data collection*. Conducted a 60-minute talk for authors on the as-yet-to-be-published Succession Planning Handbook (Elgar Publishing).
- Rothwell, W. (2022, August 29). *Comparing organization development consulting and performance consulting*. Conducted a one hour session for students in WFED572.
- Rothwell, W. (2022, August 25). *Change management and communication: Workshop 4 on of the Strategic HR business partner certification program*. Conducted a 6-hour online workshop for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2022, August 24). *HR strategy and planning: Workshop 3 on of the Strategic HR business partner certification program*. Conducted a 6-hour online workshop for Caliber, Inc. in Dubai, United Arab Emirates.
- Salman, R., & Rothwell, W. (2022, August 23). *Organization design: Workshop 2 of the Strategic HR business partner certification program*. Co-presented a 6-hour online workshop for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2022, August 22). *HR strategy and planning: Workshop 1 on of the Strategic HR business partner certification program*. Conducted a 6-hour online workshop for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W., Maldonado, C., Zaballero, A., & Asino, T. (2022, August 11). *Career planning on Namibia house club: The future of work*. Participated in a 60-minute podcast.
- Rothwell, W. (2022, August 11). *Effective succession planning*. Conducted a 90-minute webinar for AssentGlobal.
- Rothwell, W. (2022, August 11). *Five reasons why human resource business partner models fail—and how to avoid them*. Conducted a 60-minute webinar for Caliber.
- Rothwell, W., King, S., Zaballero, A., & Poole, D. (2022, August 9). *Handbook on succession planning*. Conducted a one-hour webinar.
- Rothwell, W., & Zaballero, A. (2022, July 28). *Ethics in human resource management*. Recorded a 60-minute webinar for MyCPE.
- Rothwell, W., Jamieson, D., & Brendel, W., with Zaballero, A., & Sadique, F. (2022, July 22). *Gender bias in India*. Recorded a 58-minute podcast. See: <https://drive.google.com/file/d/11OxwUMX2NMzftxt3wkkMDkdIeNhfeMT7/view>
- Rothwell, W. (2022, July 18). *Driving down turnover through effective employee engagement*. Conducted a 60-minute webinar for GRC Educators.
- Rothwell, W. (2022, July 11). *Succession planning challenges for non-profit boards: What are the challenges, and what should you do about them?* Conducted a 60-minute presentation to the Board of Directors of Kidstream, a charity in State College, PA.
- Rothwell, W., Ealy, P., & Campbell, J. (2022, July 7). *Rethinking organizational diversity, equity, and inclusion*. Conducted a one-hour webinar panel discussion for Webinar Planet.



- Rothwell, W. (2022, June 23). *Supervisor as chief retention officer*. Conducted a 60-minute webinar for GRC Educators.
- Rothwell, W., Garcia, L., & Armstrong, K. (2022, June 21). *World campus leadership inclusiveness certificate program*. Participated for 40 minutes on a panel in a world campus certificate program offered online.
- Rothwell, W. (2022, June 21). *Effective succession planning*. Conducted a 90-minute webinar for AssentGlobal.
- Rothwell, W., Garcia, L., & Armstrong, K. (2022, June 20). *World campus leadership inclusiveness certificate program*. Participated for 40 minutes on a panel in a world campus certificate program offered online.
- Rothwell, W. (2022, June 15). *Invited keynote: Strategic issues in talent development*. Conducted a 60-minute invited keynote for BeNext, Inc. to an audience in India.
- Rothwell, W. (2022, June 14). *Building resilience with self-care*. Conducted a 30-minute webinar for Lorman, Inc.
- Rothwell, W., & Sadique, F. (2022, June 9). *Facilitating social and organizational change*. Conducted an onsite one-hour session at the Organization Development Network (ODNet) Conference in Orlando, FL.
- Rothwell, W. (2022, June 8). *Challenges for the future: Succession planning, talent management, and workforce planning*. Conducted a one-hour virtual session with the inter-government succession planning community of practice (COP) in Washington, DC. For the recording: <https://www.youtube.com/watch?v=Q0VJNmyoICs>
- Rothwell, W. (2022, June 2). *Session 5: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2022, June 1). *Session 4: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2022, May 31). *Session 3: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2022, May 26). *Session 2: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2022, May 25). *Session 1: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Jamieson, D., Baldwin, F., Brendel, B., & Rothwell, W. (2022, May 27). *Loneliness and isolation*. Conducted a one-hour podcast for a new podcast program series called *What the flip*. The podcast is found on: <https://www.buzzsprout.com/2000399/episodes>
- Rothwell, W., Homer, J., Stopper, A., & Zaballero, A. (2022, May 15). *Creating an agile organization using ATD's talent development [TD] framework and capability model*. Conducted a 60-minute live presentation at the Orlando International Conference and Exposition of the Association for Talent Development [ATD].

- Rothwell, W. (2022, May 12). *Session 4: Module 4- Action- Succession planning and talent management: Virtual master class - Sustaining and enhancing your talent pipeline.* Conducted a 4-hour online program for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W., & Bakshandeh, B. (2022, May 11). *Using the high-performance coaching model: Addressing performance and behavior issues: Part II.* Videorecorded a one-hour presentation for later virtual viewing for MyCPE.
- Rothwell, W. (2022, May 11). *Session 3: Module 3 – Succession - Succession planning and talent management: Virtual master class - Sustaining and enhancing your talent pipeline.* Conducted a 4-hour online program for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2022, May 10). *Session 2: Module 2 – Talent – Succession planning and talent management: Virtual master class - Sustaining and enhancing your talent pipeline.* Conducted a 4-hour online program for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2022, May 9). *Session 1: Program overview and module 1 fundamentals- succession planning and talent management: Virtual master class - Sustaining and enhancing your talent pipeline.* Conducted a 4-hour online program for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2022, May 5). *Promoting self-care in the workplace.* Conducted a 30-minute webinar for Lorman, Inc.
- Rothwell, W. (2022, May 5). *What's new in change management and organization development? Virtual group coaching: Improving group dynamics for improved productivity.* Videotaped a 60-minute session, sponsored by Penn State World Campus, for the U.S. Office of Personnel Management Change Management Conference.
- Rothwell, W., Campbell, J., & Ealy, P. (2022, May 4). *Rethinking diversity, equity, and inclusion.* Conducted a 60-minute panel discussion for the Smeal College of Business at Penn State University. See: <https://vimeo.com/showcase/3953752/video/712243578>
- Rothwell, W., & Bakshandeh, B. (2022, April 26). *Using the high-performance coaching model: Addressing performance and behavior issues.* Videorecorded a one-hour presentation for later virtual viewing for MyCPE.
- Rothwell, W. (2022, April 21). *Watching group process: An instrument.* Delivered an optional 60-minute webinar to participants in my World Campus course, WFED578.
- Rothwell, W. (2022, April 21). *Performance versus behavioral interviewing: Which technique works best?* Conducted a 1-hour webinar for Lorman, Inc.
- Rothwell, W., King, S., Poole, D., & Zaballero, A. (2022, April 19). *Completing your chapter outline: Handbook on succession planning.* Conducted a session with the contributing authors of the Handbook on succession planning. Added to the author hub at: <https://sites.google.com/psu.edu/successionbookhub/home>
- Rothwell, W. (2022, April 18). *Transforming the HR department: New developments in HR transformation.* Conducted an optional, extracredit webinar for students enrolled in WFED572 at Penn State.
- Rothwell, W. (2022, April 14). *Certified talent development and learning professional: Cutting-edge approaches to people development in the dynamic present and beyond: Session IV: Transforming talent development programs to meet organizational strategic goals.* Conducted a 2-hour webinar for the CTLP for Penang-Malaysia-based Institute for Training and Development (ITD). [This talk was videotaped as backup for a live talk delivered on 20 October 2021.]

- Rothwell, W. (2021, April 13). *Certified talent development and learning professional: Cutting-edge approaches to people development in the dynamic present and beyond: Session III: Transforming the corporate culture to support strategic and tactical talent development*. Conducted a 2-hour webinar for the CTLP for Penang-Malaysia-based Institute for Training and Development (ITD).
- Rothwell, W. (2022, April 12). *Certified talent development and learning professional: Cutting-edge approaches to people development in the dynamic present and beyond: Session II: Transforming talent development programs to meet organizational strategic goals*. Conducted a 2-hour webinar for the CTLP for Penang-Malaysia-based Institute for Training and Development (ITD).
- Rothwell, W. (2022, April 12). *Get unstuck: Overcome personal hurdles to optimize work performance and personal growth*. Conducted a 1-hour webinar for Lorman, Inc.
- Rothwell, W. (2022, April 11). *Certified talent development and learning professional: Session I- Trends transforming the future world and the future of talent development*. Conducted a 150-minute webinar for the CTLP for Penang-Malaysia-based Institute for Training and Development (ITD).
- Rothwell, W. (2022, April 11). *Certified talent development and learning professional: Cutting-edge approaches to people development in the dynamic present and beyond the program overview*. Conducted a 10-minute overview webinar for the CTLP for Penang-Malaysia-based Institute for Training and Development (ITD).
- Rothwell, W. (2022, March 31). *Measuring HR: HR analytics that matter*. Conducted a 60-minute webinar for WebinarPlanet.
- Rothwell, W., King, S., Poole, D., & Zaballero, A. (2022, March 18). *Launch meeting for contributing authors of The succession planning handbook*. Conducted a one-hour webinar/panel discussion with the contributing authors of this edited book. See: <https://drive.google.com/file/d/13SeEVWn0jT4JopIuxYaNTbELvu1fZi3O/view>
- Rothwell, W., Williams, S., & Zaballero, A. (2022, March 17). *The competencies of true learning professionals*. Conducted a one-hour webinar for the International Association of Continuing Education and Training (IACET).
- Rothwell, W. (2022, March 15). *Assessing group dynamics*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED578.
- Rothwell, W. (2022, March 13). *Employee engagement and organization development*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED572.
- Rothwell, W., Williams, S., & Zaballero, A. (2022, March 3). *Is learning the answer? Business gaps and root causes*. Conducted a one-hour session for International Association of Continuing Education and Training (IACET).
- Rothwell, W. (2022, March 1). *Session 5: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2022, February 28). *Session 4: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2022, February 28). *Are you really ready for doctoral studies?* Conducted an optional, one-hour webinar session with a combined group of students from WFED572

and WFED578. See:

[https://us06web.zoom.us/rec/play/wypItsGypVZ2pV8JPE457kFe\\_glCt-Mnv3Yub1tYxg8z5NQvyohRAzUifmyAzL5SXLudg9R6ZR9VLsTL.O5wPqIEQIQ0OHNLd?autoplay=true&startTime=1646092890000](https://us06web.zoom.us/rec/play/wypItsGypVZ2pV8JPE457kFe_glCt-Mnv3Yub1tYxg8z5NQvyohRAzUifmyAzL5SXLudg9R6ZR9VLsTL.O5wPqIEQIQ0OHNLd?autoplay=true&startTime=1646092890000)

- Rothwell, W. (2022, February 24). *Organization development role play game and simulation: A proof-of-concept pilot session/Scene 1*. Facilitated a one-hour session with a combined group of student volunteers from WFED572 and WFED578 online to experience a live game and breakout sessions.
- Rothwell, W. (2022, February 24). *Module 5: Coaching culture for sustainable growth*. Conducted a 2-hour online concurrent invited session in the *Certified Chief Master Coach (CCMC)* program, sponsored by the Institute for Training and Development based in Penang, Malaysia.
- Rothwell, W. (2022, February 23). *Session 3: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2022, February 22). *Session 2: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2022, February 21). *Session 1: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2022, February 9). *Information for chapter authors for the succession planning handbook*. Conducted a one-hour webinar for participants who want to be contributing authors in the book. See:  
<https://drive.google.com/file/d/1BjL810G0FfIMhICCOxgNh0rNMzTeCDdi/view>
- Rothwell, W. (2022, February 3). *Assessing group dynamics*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED578.
- Rothwell, W. (2022, February 2). *Practical models to guide your thinking about succession planning and talent management*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED572.
- Rothwell, W., and Bakhshandeh, B. (2022, January 27). *The high-performance coaching session for managers: Part 2*. Conducted a 90-minute webinar for the American Association of Retired Persons (AARP).
- Rothwell, W. (2022, January 27). *Do you really know what plagiarism is? How to avoid plagiarism in your research and writing*. Conducted a 60-minute webinar for the Office of Research Protections at Penn State University, University Park.
- Rothwell, W. (2022, January 25). *Beating out your competitors to attract the best employees: Strategies to deal with the Great Resignation*. Conducted a 60-minute webinar for UpSkill Educator.
- Rothwell, W., and Bakhshandeh, B. (2022, January 25). *The high-performance coaching session for managers: Part 1*. Conducted a 90-minute webinar for the American Association of Retired Persons (AARP).
- Rothwell, W., and Bakhshandeh, B. (2022, January 19). *Using high-performance coaching to address performance and behavior issues*. Conducted a 90-minute webinar for the American Association of Retired Persons (AARP).

- Rothwell, W., and Bakhshandeh, B. (2022, January 19). *Using high-performance coaching to address performance and behavior issues*. Conducted a 90-minute webinar for the American Association of Retired Persons (AARP).
- Rothwell, W. (2022, January 17). *Virtual coaching to improve group relationships*. Conducted a one hour optional extracredit webinar for students in WFED578.
- Rothwell, W. (2022, January 13). *Comparing organization development consulting and performance consulting*. Conducted a one hour session for students in WFED572.
- Rothwell, W. (2022, January 13). *Comparing organization development consulting and performance consulting*. Conducted a one hour guest lecture for students in Institute of Management Technology Nagpur, a business school in India (see <https://www.imtnagpur.ac.in/>).
- Rothwell, W. (2022, January 12). *Recruiting on a limited budget: Proven low and no-cost tools and approaches*. Conducted a one-hour webinar for Lorman.
- Rothwell, W. (2022, January 6). *Managing change: Performance consulting (PC) or organization development (OD) - What's the difference and why you should know?* Conducted a 4-hour online session for HKU Space, an Executive program for Hong Kong University in Hong Kong, China.
- Rothwell, W. (2021, December 17). *Evaluating the effectiveness of your training programs*. Conducted a 60-minute presentation for Lorman, Inc.
- Rothwell, W. (2021, December 14). *New thinking on retention to slash employee turnover*. Conducted a 60-minute webinar for 247Compliance.
- Rothwell, W., Williams, S., & Zabellero, A. (2021, December 9). *Program evaluation: Beyond assessing learning events*. Conducted a 1-hour session for the International Association of Continuing Education and Training (IACET).
- Rothwell, W. (2021, December 2). *Culture transformation: Making change happen-Module 2*. Conducted a 5-hour online workshop for the Kingdom of Saudi Arabia's National Guard Health Affairs (national health service).
- Rothwell, W. (2021, December 1). *Culture transformation: Making change happen-Module 1*. Conducted a 5-hour online workshop for the Kingdom of Saudi Arabia's National Guard Health Affairs (national health service).
- Rothwell, W. (2021, November 26). *The future of work and OD: Exploring how changing work and workforce conditions will change the shape of organization development*. Conducted a 2-hour invited session for the Asia Organization Development Network for China, India, Malaysia and other Asian locales.
- Rothwell, W. (2021, November 25). *Change management and communication: Workshop 4 on of the Strategic HR business partner certification program*. Conducted a 6-hour online workshop for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2021, November 24). *HR strategy and planning: Workshop 3 on of the Strategic HR business partner certification program*. Conducted a 6-hour online workshop for Caliber, Inc. in Dubai, United Arab Emirates.
- Salman, R., & Rothwell, W. (2021, November 23). *Organization design: Workshop 2 of the Strategic HR business partner certification program*. Co-presented a 6-hour online workshop for Caliber, Inc. in Dubai, United Arab Emirates.

- Rothwell, W. (2021, November 22). *HR strategy and planning: Workshop 1 on of the Strategic HR business partner certification program*. Conducted a 6-hour online workshop for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2021, November 19). *Acquiring and developing talent using OD*. Closing one-hour keynote for the Penn State University Conference on Organization Development. See the link:  
<https://transcripts.gotomeeting.com/#/s/e9459b69a792e5824e99a20a45120adced3447b9541a43887a040ad83db79ae3>
- Rothwell, W. (2021, November 17). *Part 4 of 4: Appreciative inquiry*. Conducted a 2-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2021, November 16). *Talent development trends, practitioner roles, and professional development strategies*. Participated in a live question-and-answer period to go along with the videorecorded 40-minute session played in Shanghai, China by the Association for Talent Development (ATD). Link:  
<https://us06web.zoom.us/rec/share/sMM2FOBGTFkO59kax2TArkjxObBo81q7rZE2XYQCGUT5T1eLpyUd1uQYiSxW6MCm.fBk0280KTx9gеп6m>
- Rothwell, W. (2021, November 16). *Part 3 of 4: Organization development*. Conducted a 2-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2021, November 15). *Part 2 of 4: Change management*. Conducted a 2-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2021, November 14). *Part 1 of 4: Demystifying organization development and change*. Conducted a 2-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2021, November 10). *Assessing group dynamics*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED578.
- Rothwell, W. (2021, November 10). *How organization development (OD) is different from change management (CM)*. Delivered a one-hour webinar for Caliber Consulting in Dubai, United Arab Emirates (UAE).
- Rothwell, W. (2021, November 9). *HR transformation*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED572.
- Rothwell, W. (2021, November 9). *Executive entrances and exits*. Conducted a 60-minute webinar for Webinar Planet.
- Rothwell, W. (2021, November 4). *HR competencies for the 21<sup>st</sup> century*. Conducted a 90-minute webinar for American University of Ras Al Khaimah in the United Arab Emirates. See:  
<https://we.tl/t-zB4T93fw5b>
- Rothwell, W. (2021, November 1). *Succession planning in accounting firms: How to pick, develop and retain successors*. Videotaped one hour webinar for MyCPE was played to a live audience.
- Rothwell, W., Williams, S., & Zaballero, A. (2021, October 29). *Aligning the learning organization with vision, mission, and value*. Conducted a one-hour webinar for the International Association of Continuing Education and Training (IACET).
- Rothwell, W. (2021, October 28). *Strategic human resource management: Module 2- Performance management, training and development, and motivation/engagement*. Conducted a 5-hour online workshop for the Kingdom of Saudi Arabia's National Guard Health Affairs (national health service).

- Rothwell, W. (2021, October 27). *Strategic human resource management: Module 1-Strategic planning and strategic planning for HR*. Conducted a 5-hour online workshop for the Kingdom of Saudi Arabia's National Guard Health Affairs (national health service).
- Donahue, W., Rothwell, W., & DeShong, W. (2021, October 26). *Master of professional studies in organization development and change*. Participated in a one-hour question-and-answer period based on the October 14 videotape of a one-hour webinar for Penn State World Campus.
- Rothwell, W. (2021, October 20). *Future forward: Talent development trends, practitioner roles, and professional development strategies*. Delivered a live 60-minute invited keynote address for the Philippine Society for Talent Development (PSTD) Annual Conference in Manila.  
<https://onedrive.live.com/?authkey=%21AFdjV%2Dv3KobMdOc&cid=CAE93BC2F7515D54&id=CAE93BC2F7515D54%21357&parId=CAE93BC2F7515D54%21364&o=OneUp>
- Rothwell, W. (2021, October 18). *Assessing group dynamics*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED578.
- Rothwell, W. (2021, October 14). *Employee engagement and organization development*. Conducted a 60-minute extracredit webinar for students enrolled in WFED572 at Penn State.
- Donahue, W., Rothwell, W., & DeShong, W. (2021, October 14). *Master of professional studies in organization development and change*. Videotaped a one-hour webinar for Penn State World Campus.
- Rothwell, W. (2021, October 13). *Certified talent development and learning professional: Cutting-edge approaches to people development in the dynamic present and beyond: Session IV: Transforming talent development programs to meet organizational strategic goals*. Conducted a 2-hour webinar for the CTLP for Penang-Malaysia-based Institute for Training and Development (ITD). [This talk was videotaped as backup for a live talk delivered on 20 October 2021.]
- Rothwell, W. (2021, October 13). *Future forward: Talent development trends, practitioner roles, and professional development strategies*. Videotaped a 40-minute invited keynote address to the 43<sup>rd</sup> annual conference of the Philippine Society for Talent Development, based in Manila.
- Rothwell, W. (2021, October 12). *Certified talent development and learning professional: Cutting-edge approaches to people development in the dynamic present and beyond: Session III: Transforming the corporate culture to support strategic and tactical talent development*. Conducted a 2-hour webinar for the CTLP for Penang-Malaysia-based Institute for Training and Development (ITD).
- Rothwell, W. (2021, October 6). *Certified talent development and learning professional: Cutting-edge approaches to people development in the dynamic present and beyond: Session II: Transforming talent development programs to meet organizational strategic goals*. Conducted a 2-hour webinar for the CTLP for Penang-Malaysia-based Institute for Training and Development (ITD).
- Rothwell, W. (2021, October 5). *Certified talent development and learning professional:*

- Session 1- Trends transforming the future world and the future of talent development.* Conducted a 150-minute webinar for the CTLP for Penang-Malaysia-based Institute for Training and Development (ITD).
- Rothwell, W. (2021, October 5). *Certified talent development and learning professional: Cutting-edge approaches to people development in the dynamic present and beyond the program overview.* Conducted a 10-minute overview webinar for the CTLP for Penang-Malaysia-based Institute for Training and Development (ITD).
- Rothwell, W. (2021, October 5). *New approaches to performance management.* Conducted a one-hour webinar for Webinar Planet, Inc.
- Rothwell, W. (2021, October 5). *Aligning learning with performance management.* Conducted a four-hour invited webinar for the Colombian National Federation of Human Management (ACRIP) in cooperation with the Association for Talent Development (ATD).
- Rothwell, W. (2021, October 4). *Talent development trends, practitioner roles, and professional development strategies.* Videorecorded a 40-minute session, to be played on 16 November 2021 in China by the Association for Talent Development (ATD). Link: <https://us06web.zoom.us/j/8191212121?pwd=QCGUT5T1eLpyUd1uQYiSxW6MCm.fBk0280KTx9gеп6m>
- Rothwell, W. (2021, September 22). *Watching group process: An instrument.* Delivered an optional 60-minute webinar to participants in my World Campus course, WFED578.
- Rothwell, W. (2021, September 20). *Practical models to guide your thinking about succession planning and talent management.* Delivered an optional 60-minute webinar to participants in my World Campus course, WFED572.
- Rothwell, W. (2021, September 14). *What's new in change management and organization development? Virtual group coaching: Improving group dynamics for improved productivity.* Conducted a 60-minute online Question and Answer (Q & A) session, sponsored by Penn State World Campus, for the U.S. Office of Personnel Management Change Management Conference.
- Rothwell, W. (2021, September 14). *Aligning learning with performance management.* Delivered an invited 30-minute promotional online presentation for the Colombian National Federation of Human Management (ACRIP) in cooperation with the Association for Talent Development (ATD).
- Rothwell, W. (2021, September 13). *Virtual group coaching to improve group relationships with work-from-home workers.* Conducted a 60-minute webinar for Upskill, Inc.
- Rothwell, W. (2021, September 12). *Measuring far transfer of learning.* Delivered online the invited keynote address for the Korean Society for Training and Development in Seoul, Korea.
- Rothwell, W. (2021, September 6). *Cutting edge approaches to people development in the dynamic present and beyond.* Conducted a 60-minute webinar for ITD Malaysia.
- Homer, J., Rothwell, W., Stopper, A., & Zaballero, A. (2021, September 1). *Setting priorities: Aligning your talent development function with dynamic business needs.* Presented a session at the Association for Talent Development (ATD) International Conference in Salt Lake City, UT by prerecorded video.
- Rothwell, W. (2021, August 31). *Virtual coaching to improve group relationships.* Conducted a 60-minute session for World Campus course WFED578.
- Rothwell, W. (2021, August 30). *Helping managers solve problems with people: The expert*



- versus the facilitator.* Conducted an optional, extracredit webinar for students enrolled in WFED572 at Penn State.
- Rothwell, W., & Park, C. (2021, August 27). *Virtual coaching to improve group relationships.* Delivered a one-hour presentation as part of the monthly Organization Development and Change free webinar series, sponsored by Penn State University/Workforce Education and Development Program. See: <https://www.youtube.com/watch?v=lsachRaVP3k>
- Rothwell, W. (2021, August 25). *Module 5: Coaching culture for sustainable growth.* Conducted a 2-hour online concurrent invited session in the *Certified Chief Master Coach (CCMC)* program, sponsored by the Institute for Training and Development based in Penang, Malaysia.
- Rothwell, W. (2021, August 24). *What's new in change management and organization development? Virtual group coaching: Improving group dynamics for improved productivity.* Videotaped a 60-minute session, sponsored by Penn State World Campus, for the U.S. Office of Personnel Management Change Management Conference.
- Rothwell, W. (2021, August 23). *Succession planning in accounting firms: How to pick, develop and retain successors.* Videotaped a one hour webinar for MyCPE.
- Rothwell, W. (2021, August 22). *Requiring and retaining talent using organization development.* Videotaped a 30-minute presentation for the Penn State University Online Conference *Leading organizational change through innovation* for asynchronous showing on 19 November 2021.
- Rothwell, W. (2021, August 22). *Overview.* Recorded a one-minute videotaped session for the *Certified Talent Development and Learning Professional* program for ITD Malaysia.
- Rothwell, W. (2021, August 18). *Creative ways to recruit new workers in 2021.* Conducted a 60-minute webinar for Upskill, Inc.
- Rothwell, W. (2021, August 3). *Creating successful employee surveys.* Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2021, July 29). *Coaching on strategic HR business partnering for a growing company: HR transformation, workforce planning, succession planning and promotion assessment-Session 6: Relating present performance and future promotion potential: Using the 9 box grid.* Conducted a 90-minute webinar-based coaching session for Aeon Vietnam in cooperation with ITD Vietnam.
- Rothwell, W. (2021, July 29). *Change management and communication: Workshop 4 on of the Strategic HR business partner certification program.* Conducted a 6-hour online workshop for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2021, July 28). *Stop toxic behaviors from some employees from sidetracking your organization.* Conducted a 60-minute webinar for Upskill Educator.
- Rothwell, W., & Park, C. (2021, July 21). *Virtual group coaching: Improving group dynamics for increased productivity.* Delivered a 60-minute presentation to the *Training Magazine Network*. See: <https://www.trainingmagnetwork.com/events/2769?ref=rec>
- Rothwell, W., Williams, S., & Zaballero, A. (2021, July 15). *Near and far transfer of learning.* Conducted a 60-minute webinar for the International Association of Continuing Education and Training (IACET).
- Rothwell, W. (2021, July 15). *HR strategy and planning: Workshop 3 on of the Strategic HR business partner certification program.* Conducted a 6-hour online workshop for Caliber, Inc. in Dubai, United Arab Emirates.

- Rothwell, W. (2021, July 13). *New thinking on employee retention to slash turnover*. Conducted a 60-minute webinar for AssentGlobal, Inc.
- Rothwell, W., Donahue, W., Yoon, J. (2021, July 9). *Coaching for online presenters at the penn state 2021 conference*. Conducted a 60-minute session for speakers at the 2021 conference.
- Rothwell, W. (2021, July 6). *Ten tips to organizational restructuring*. Conducted a 90-minute webinar for Aurora Training, Inc.
- Salman, R., & Rothwell, W. (2021, June 14). *Organization design: Workshop 2 of the Strategic HR business partner certification program*. Co-presented a 6-hour online workshop for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2021, June 29). *Talent leadership at a challenging time*. Conducted a 75-minute webinar for the Business Survival Summit for Breakthrough Myanmar.
- Rothwell, W. (2021, June 28). *Building out successful strategies for recruiting leaders*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W., Jamieson, D., & Brendel, W. (2021, June 25). *The future of work*. Participated in a 42-minute videorecorded panel presentation as part of the *What the flip?* series.
- Rothwell, W. (2021, June 22). *Effective job rotation programs: Development and implementation*. Conducted a 90-minute webinar for Aurora Training, Inc.
- Rothwell, W. (2021, June 14). *HR strategy and planning: Workshop 1 on of the Strategic HR business partner certification program*. Conducted a 6-hour online workshop for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2021, June 11). *Stay interviews: A guide to retention*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W., Williams, S., & Zaballero, A. (2021, June 10). *The learning blueprint*. Conducted a one-hour webinar for the International Association of Continuing Education and Training (IACET).
- Rothwell, W. (2021, June 3). *Preparing the next generation of Organization Development professionals*. Conducted a one hour podcast for the Association of Talent Development. See: <https://atdpodcast.libsyn.com/preparing-the-next-generation-of-od-professionals-with-william-rothwell-0>
- Rothwell, W. (2021, June 2). *Rewarding employees for high-potential referrals*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2021, May 27). *How to keep your new hire exceeding expectations*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2021, May 21). *Leadership and organization development*. Conducted a 3-hour webinar session for the Asia Organization Development Network (AODN), hosted from Shanghai, China.
- Rothwell, W. (2021, May 21). *Refreshing your resume*. Conducted a 30-minute webinar for Lorman, Inc.
- Rothwell, W. (2021, May 20). *Technical succession planning - planning for successors of your knowledge workers*. Conducted a 90-minute webinar for AssentGlobal, Inc.
- Rothwell, W. (2021, May 19). *Podcast*. Recorded a one-hour podcast for the Association for Talent Development (ATD).
- Rothwell, W. (2021, May 12). *Maintain strong relationships in the era of a global pandemic*. Conducted a 90-minute webinar for Lorman, Inc.

- Rothwell, W. (2021, May 11). *Coaching on strategic HR business partnering for a growing company: HR Transformation, Workforce Planning, Succession Planning and Promotion Assessment - Session 5: Relating workforce planning to talent management and succession planning*. Conducted a 90-minute webinar-based coaching session for Aeon Vietnam in cooperation with ITD Vietnam.
- Rothwell, W. (2021, May 5). *Using gamification to recruit and retain the right employees*. Conducted a 90-minute webinar for Aurora, Inc.
- Rothwell, W., Jamieson, D., & Brendel, W. (2021, April 30). *Flip out*. Delivered a 30-minute panel discussion videotaped online.
- Rothwell, W. (2021, April 27). *Coaching on strategic HR business partnering for a growing company: HR transformation, workforce planning, succession planning and promotion assessment-Session 4: Workforce planning as the focus of HR transformation and HR partnering*. Conducted a 90-minute webinar-based coaching session for Aeon Vietnam in cooperation with ITD Vietnam.
- Rothwell, W. (2021, April 27). *Demystifying organization development*. Presented a 30-minute webinar for Dubai, UAE-based Caliber, Inc.
- Rothwell, W. (2021, April 22). *Overview of modules 5, 6, 7, and 8*. Conducted 4 5-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, April 22). *Module 8: New thinking in OD: Strengths-based change and the guiding model*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Millett, C., Zimmerman, H., Rothwell, W., Diehl, W., & Hollett, T. (2021, April 21). *Optional extracredit webinars in World Campus classes*. Presented a 10-minute talk as part of a department meeting panel for the monthly meeting of the Department of Learning & Performance Systems.
- Rothwell, W. (2021, April 16). *Module 8: New thinking in OD: Strengths-based change and the guiding model*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, April 14). *Coaching on strategic HR business partnering for a growing company: HR transformation, workforce planning, succession planning and promotion assessment-Session 3: Strategic Directions for HR*. Conducted a 90-minute webinar-based coaching session for Aeon Vietnam in cooperation with ITD Vietnam.
- Rothwell, W., Homer, J., Stopper, A., & Zaballero, A. (2021, April 14). *Setting priorities: Aligning your talent development function with dynamic business needs*. Conducted a 60-minute presentation for the Executive group of the Pittsburgh and Philadelphia Chapter of the Association for Talent Development (ATD). See: [https://youtu.be/z\\_LKBfj-nds](https://youtu.be/z_LKBfj-nds)
- Rothwell, W. (2021, April 13). *Watching group process: An instrument*. Conducted a 60-minute extracredit webinar for students enrolled in WFED578 at Penn State.
- Rothwell, W. (2021, April 7). *Transforming the HR department: New developments in HR transformation*. Conducted an optional, extracredit webinar for students enrolled in WFED572 at Penn State.
- Rothwell, W. (2021, April 7). *Session 7: Evaluating OD and changing corporate culture*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.

- Rothwell, W., Khanduja, H., Silver, S., Khan, S., & Franz, T. (2021, April 6). *Re-engaging and connecting in a post-Covid world*. Participated in a 90-minute panel discussion with Mumbai, India.
- Rothwell, W. (2021, April 5). *Session 7: Evaluating OD and changing corporate culture*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, March 30). *Coaching on strategic HR Business partnering - Session 2: HR business partnering*. Conducted a 90-minute webinar-based coaching session for Aeon Vietnam in cooperation with ITD Vietnam.
- Rothwell, W. (2021, March 26). *Session 6: Managing short-term, intermediate-term and long-term OD change efforts*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W., Williams, S., & Zaballero, A. (2021, March 25). *Meeting the needs of the virtual learner*. Conducted a one-hour webinar for the International Association of Continuing Education and Training (IACET).
- Rothwell, W. (2021, March 25). *Overview of modules 1, 2, 3, and 4*. Conducted 4 5-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, March 25). *Session 4: Module 4- Action- Succession planning and talent management: Virtual master class - Sustaining and enhancing your talent pipeline*. Conducted a 4-hour online program for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2021, March 24). Participated in the *Workforce education strategic planning summit 2* for 2 hours.
- Rothwell, W. (2021, March 24). *Competency-based human resource management*. Conducted a 60-minute online program for GRC Educators of Houston, TX.
- Rothwell, W. (2021, March 23). *Session 6: Managing short-term, intermediate-term and long-term OD change efforts*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, March 23). *Session 3: Module 3 – Succession - Succession planning and talent management: Virtual master class - Sustaining and enhancing your talent pipeline*. Conducted a 4-hour online program for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2021, March 22). *Session 2: Module 2 – Talent – Succession planning and talent management: Virtual master class - Sustaining and enhancing your talent pipeline*. Conducted a 4-hour online program for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2021, March 22). *Session 1: Program overview and module 1 fundamentals- succession planning and talent management: Virtual master class - Sustaining and enhancing your talent pipeline*. Conducted a 4-hour online program for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2021, March 19). *Session 5: Diagnosing and assessing organizations*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, March 18). *A checklist to guide a process consultation intervention*. Conducted a 60-minute extracredit webinar for students enrolled in WFED578 at Penn State.
- Rothwell, W. (2021, March 17). *Employee engagement and organization development*. Conducted a 60-minute extracredit webinar for students enrolled in WFED572 at Penn State.

- Rothwell, W. (2021, March 12). *Effective succession planning*. Conducted a 75-minute webinar for 247Compliance.
- Rothwell, W. (2021, March 12). *Session 5: Diagnosing and assessing organizations*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, March 11). Participated in the *Workforce education strategic planning summit* for 2 hours.
- Rothwell, W. (2021, March 11). *Using gamification to recruit and retain the right employees*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2021, March 10). *Session 1: The future: where is the world headed, and where is your organization headed?* Conducted a 90-minute webinar-based coaching session for Aeon Vietnam in cooperation with ITD Vietnam.
- Rothwell, W. (2021, March 9). *Session 4: The guiding model of organization development: Lewin's action research model and how it can be used in restructuring and shifting of business models*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Trevina, L., Rothwell, W., Cahoy, E., & Threeton, M. (2021, March 6). *Participated as judges on a panel online for WFED592, Ethics, for 2 hours*.
- Rothwell, W. (2021, March 5). *Session 4: The guiding model of organization development: Lewin's action research model and how it can be used in restructuring and shifting of business models*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, March 3). *Effective succession planning*. Conducted a 90-minute webinar for AssentGlobal, Inc.
- Rothwell, W. (2021, March 3). *Creating a coaching culture for sustainable growth*. Conducted a 2-hour webinar for the Institute of Training and Development in Kuala Lumpur, Malaysia.
- Rothwell, W. (2021, March 2). *Your best employee leaves, now what? Strategies to effectively cross-train and rotate job duties*. Conducted a 90-minute Webinar for Lorman, Inc.
- Rothwell, W. (2021, February 24). *Module 3: Organization design: Modifying organizational structure, business model and work process*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, February 22). *Module 3: Organization design: Modifying organizational structure, business model and work process*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, February 19). *Module 2: Trends driving the future of work and organizational change: Digital transformation, robotics, artificial intelligence, big data and others-Part 2*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, February 17). *Module 2: Trends driving the future of work and organizational change: Digital transformation, robotics, artificial intelligence, big data and others-Part 1*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, February 15). *Process consultation diagnostic instrument*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED578.

- Rothwell, W. (2021, February 15). *Practical models to guide your thinking about succession planning and talent management*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED572.
- Rothwell, W. (2021, February 11). *Module 1: Strategic change: Organization design and development - Transforming your organization for strategic advantage – Part 2*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, February 9). *Virtual group coaching: Improving group dynamics for increased productivity*. Conducted a 2-hour online session for ITD in Penang, Malaysia.
- Rothwell, W. (2021, February 9). *Module 1: Strategic change: Organization design and development - Transforming your organization for strategic advantage – Part 1*. Conducted 3 30-minute video sessions for LATAM Business School in Mexico City.
- Rothwell, W. (2021, February 8). *Session 5: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2021, February 7). *Session 4: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2021, February 4). *Session 3: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W., Donahue, W., & DeShong, W. (2021, February 4). *Master of professional studies in organization development and change*. Conducted a 60-minute webinar for World Campus of Penn State University.
- Rothwell, W. (2021, February 3). *Session 2: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2021, February 2). *Session 1: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2021, January 26). *Helping managers solve problems with people: The expert versus the facilitator*. Conducted an optional, extracredit webinar for students enrolled in WFED572 at Penn State.
- Rothwell, W. (2020, January 23). *Comparing OD and performance consulting*. Delivered an optional webinar to participants in my World Campus course, WFED572.
- Rothwell, W. (2020, January 22). *Transforming HR to OD: What strategic business partnership means for change facilitators*. Conducted a 3-hour virtual workshop session for the Asian Organization Development Network Conference, hosted from Shanghai, China.
- Rothwell, W. (2020, January 20). *Virtual coaching to improve group relationships*. Conducted a 60-minute session for World Campus course WFED578.
- Rothwell, W. (2021, January 15). *Using digital interviewing to improve the candidate experience*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2021, January 13). *Virtual group coaching: Improving group dynamics for increased productivity*. Conducted a 60-minute webinar for AbideEdict, Inc.
- Rothwell, W. (2021, January 8). *Effective succession planning*. Conducted a 90-minute webinar for 247Compliance, Inc.

- Rothwell, W. (2021, January 6). *Effective succession planning*. Conducted a 90-minute webinar for AssentGlobal, Inc.
- Rothwell, W. (2021, January 4). *Virtual employee onboarding*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2020, December 12). *Transforming HR to OD: What strategic business partnership means for change facilitators*. Conducted a 3-hour virtual workshop session for the Asian Organization Development Network Conference, hosted from Shanghai, China.
- Rothwell, W. (2020, December 10). *Transforming HR to OD*. Conducted a 70-minute virtual concurrent session for the Asian Organization Development Network Conference, hosted from Shanghai, China.
- Sullivan, R., Lin, P., Rothwell, W., Minahan, M., & Wang, X. (2020, December 10). *Plenary session: Exploring the theme of OD in Asia: Change management and HR*. Participated in a one hour virtual plenary session for the Asian Organization Development Network Conference, hosted from Shanghai, China.
- Rothwell, W. (2020, December 7). *Virtual group coaching*. Conducted a one-hour online workshop session for the Asian Regional Training and Development Organization in Kuala Lumpur, Malaysia.
- Rothwell, W. (2020, November 26). *Session 4: Reinventing succession planning and talent management after the virus - Talent management for employee engagement during the COVID-19 pandemic*. Conducted a 2-hour webinar for Salvo, Inc. and broadcasted to Singapore and to Africa.
- Rothwell, W. (2020, November 25). *Session 3: New thinking about succession planning and talent management - Talent management for employee engagement during the COVID-19 pandemic*. Conducted a 2-hour webinar for Salvo, Inc. and broadcasted to Singapore and to Africa.
- Rothwell, W. (2020, November 24). *Session 2: Traditional replacement planning, succession planning and talent management-Talent management for employee engagement during the COVID-19 pandemic*. Conducted a 2-hour webinar for Salvo, Inc. and broadcasted to Singapore and to Africa.
- Rothwell, W. (2020, November 23). *Session 1: Why focus on talent now?-Talent management for employee engagement during the COVID-19 pandemic*. Conducted a 2-hour webinar for Salvo, Inc. and broadcasted to Singapore and to Africa.
- Rothwell, W. (2020, November 20). *Communicating performance expectations and goals*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2020, November 17). *Effective succession planning*. Conducted a 60-minute webinar for AssentGlobal, Inc.
- Rothwell, W., & Lee, J. (2020, November 17). *Talent and organizational culture in the post-pandemic era*. Conducted a 60-minute virtual session in Seoul, Korea for the conference HRD Korea 2020.
- Rothwell, W. (2020, November 17). *Reviewing an instrument to assess group dynamics*. Conducted a 60-minute extracredit webinar for students enrolled in WFED578 at Penn State.
- Rothwell, W. (2020, November 16). *Transforming the HR department: New developments in HR transformation*. Conducted an optional, extracredit webinar for students enrolled in

- WFED572 at Penn State.
- Rothwell, W. (2020, November 12). *Day 4: Human resource business partner actioning*. Conducted a 5-hour session in the *Strategic business partner program* for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2020, November 11). *Day 3: HR transformation and talent management*. Conducted a 5-hour session in the *Strategic business partner program* for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2020, November 10). *Day 2: Human resource business partner best practices*. Conducted a 5-hour session in the *Strategic business partner program* for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2020, November 9). *Day 1: Human resource business partner fundamentals*. Conducted a 5-hour session in the *Strategic business partner program* for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2020, November 6). *Behavior-based interviewing*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2020, November 2). *Session 5: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2020, November 1). *Session 4: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Schmitt, M., Rothwell, W., Patterson, A., Meisinger, A., & Chatters, S. (2020, October 29). *What social justice initiatives look like in the context of schools, business/industry, and universities*. Participated in a one hour panel discussion in University Park, PA.
- Rothwell, W., Williams, S., & Zaballero, A. (2020, October 29). *Aligning the learning organization with vision, mission, and value*. Conducted a one-hour webinar for the International Association of Continuing Education and Training (IACET).
- Rothwell, W. (2020, October 28). *Talent management and succession planning*. Participated in a one hour interview in Rangoon, Myanmar to be broadcast in a webcast for Breakthrough Coaching, Training & Consulting by Naing Win Aung.
- Rothwell, W. (2020, October 27). *Employee engagement and organization development*. Conducted a 60-minute extracredit webinar for students enrolled in WFED572 at Penn State.
- Rothwell, W. (2020, October 27). *Challenging your talent management and succession planning programs*. conducted a 60-minute webinar for AssentGlobal, inc.
- Rothwell, W. (2020, October 27). *Session 3: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2020, October 26). *Session 2: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.
- Rothwell, W. (2020, October 25). *Session 1: Online workshop and certificate in talent management, competency modeling and succession management*. Conducted a 90-minute online session for ITD in Penang, Malaysia.



- Rothwell, W. (2020, October 22). *Strategies for developing workforce-aligned learning*. Conducted a 60-minute webinar for Academic Impressions.
- Rothwell, W. (2020, October 22). *Part 4 of 4: Appreciative inquiry*. Conducted a 2-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2020, October 21). *Part 3 of 4: Organization development*. Conducted a 2-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2020, October 20). *Part 2 of 4: Change management*. Conducted a 2-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2020, October 19). *Part 1 of 4: Demystifying organization development and change*. Conducted a 2-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2020, October 19). *Reviewing an instrument to guide process consultation*. Conducted a 60-minute extracredit webinar for students enrolled in WFED578 at Penn State.
- Rothwell, W. (2020, October 8). *Effective succession planning*. Conducted a 60-minute webinar for Société de Coopération pour le Développement Rural d'Afrique à Uvira, province du Sud dans la partie Est de la République Démocratique du Congo [The Republic of the Congo].
- Rothwell, W. (2020, October 8). *What's new with virtual employee engagement? How can work-from-home people be engaged in what they do?* Conducted a 60-minute webinar for Salvo Global, based in Singapore.
- Rothwell, W. (2020, September 30). *Practical models to guide your thinking about succession planning and talent management*. Conducted a 60-minute extracredit webinar for students enrolled in WFED572 at Penn State.
- Rothwell, W. (2020, September 28). *Trends in the future of change management: What will the world look like after the coronavirus?* Conducted a 3-hour online web-based session for Hong Kong University.
- Rothwell, W., & Williams, S. (2020, September 24). *Identifying and meeting the learning needs of the virtual worker*. Conducted a 75-minute online keynote session hosted from Chicago, IL by the International Association of Continuing Education and Training (IACET).
- Rothwell, W. (2020, September 24). *Cutting edge talent for sustainable growth: Session 5 of the Global Leadership eSummit*. Conducted a 75-minute online keynote session hosted in Kuala Lumpur, Malaysia.
- Rothwell, W. (2020, September 22). *How the virus will effect change*. Recorded a 7-minute videotaped microlearning object for Hong Kong University Executive Programs.
- Rothwell, W. (2020, September 22). *Why you need to manage change better*. Recorded a 4-minute videotaped microlearning object for Professional Management Expertise Center (PMEC) in Cairo, Egypt.
- Rothwell, W. (2020, September 22). *Trends in the future of change management: What Will the World Look Like After the Coronavirus?* Videotaped a 75-minute session for Hong Kong University to be translated into Chinese with subtitles.
- Rothwell, W. (2020, September 15). *Process consultation and coaching*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED578.
- Rothwell, W. (2020, September 9). *Virtual coaching to improve group relationships*. Conducted

- a 60-minute extracredit webinar for students enrolled in WFED578 at Penn State.
- Rothwell, W. (2020, September 8). *Helping managers solve problems with people: The expert versus the facilitator*. Delivered an optional 60-minute webinar to participants in my World Campus course, WFED572.
- Rothwell, W. (2020, September 8). *Effective succession planning*. Conducted a 60-minute online webinar for AssentGlobal.
- Rothwell, W. (2020, September 4). *The master trainer series*. Participated in a two hour videoconferenced interview online with Beijing, China.
- Rothwell, W. (2020, August 31). *Strategic workforce planning: Traditional versus new thinking*. Conducted a one hour online session for TeamPlus in Shanghai, China for Roche China.
- Rothwell, W. (2020, August 27). *Session 4: Module 4- Action- Succession planning and talent management: Virtual master class - Sustaining and enhancing your talent pipeline*. Conducted a 4-hour online program for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2020, August 26). *Competency-based human resource management*. Conducted a 60-minute online program for GRC Educators of Houston, TX.
- Rothwell, W. (2020, August 26). *Session 3: Module 3 – Succession - Succession planning and talent management: Virtual master class - Sustaining and enhancing your talent pipeline*. Conducted a 4-hour online program for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2020, August 25). *Session 2: Module 2 – Talent – Succession planning and talent management: Virtual master class - Sustaining and enhancing your talent pipeline*. Conducted a 4-hour online program for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2020, August 24). *Session 1: Program overview and module 1 fundamentals- succession planning and talent management: Virtual master class - Sustaining and enhancing your talent pipeline*. Conducted a 4-hour online program for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2020, August 23). *Talent management and succession planning at the time of a pandemic: Part 2*. Katropa DWDD-CRS Virtual TV in Manila, Philippines as part of *HR Leaders Worldwide* at [www.greatlearningsandbeyond.com](http://www.greatlearningsandbeyond.com).
- Rothwell, W. (2020, August 19). *What leaders should do daily to develop talent and build bench strength*. Conducted a 90-minute online webinar for the Hong Kong Management Association.
- Rothwell, W. (2020, August 16). *Talent management and succession planning at the time of a pandemic: Part 1*. Katropa DWDD-CRS Virtual TV in Manila, Philippines as part of *HR Leaders Worldwide* at [www.greatlearningsandbeyond.com](http://www.greatlearningsandbeyond.com).
- Rothwell, W. (2020, August 7). *Transforming human resources in an uncertain world: How to manage talent in a VUCA world*. Conducted a one-hour webinar for Plianced, Inc.
- Rothwell, W. (2020, August 7). *Talent management and succession planning at the time of a global pandemic*. Participated in a one hour interview on radio in Manila, Philippines.
- Rothwell, W. (2020, August 6). *Strengths-based management and appreciative inquiry*. Conducted a 1-hour guest lecture for an MBA class at Tecnológico de Monterrey in Monterrey, Mexico.
- Rothwell, W. (2020, August 6). *How onboarding can be revamped as a retention method*. Conducted a 90-minute webinar for AssentGlobal, Inc.

- Rothwell, W. (2020, August 5.). *The future of the workplace and organization development: How changing work and workforce conditions affect OD*. Conducted a 60-minute session for Latam Business School in Mexico City, Mexico. See the recording at: [https://www.latamschool.com/es/grabacion-webinar-the-future-of-the-workplace-and-organization-development/?utm\\_campaign=em - cwl - agr - spe - 05082020&utm\\_medium=email&utm\\_source=RD+Station](https://www.latamschool.com/es/grabacion-webinar-the-future-of-the-workplace-and-organization-development/?utm_campaign=em - cwl - agr - spe - 05082020&utm_medium=email&utm_source=RD+Station)
- Rothwell, W. (2020, July 29). *The future of work and organization development*. Conducted a 60-minute webinar for Project Management Engineering Consultants (PMEC) in Cairo, Egypt.
- Rothwell, W. (2020, July 23). ). *Online workshop and certificate-Session 5: Talent management, competency modeling and succession management*. Conducted a 120-minute online webinar for ITD Global in Malaysia.
- Rothwell, W. (2020, July 22). ). *Online workshop and certificate-Session 4: Talent management, competency modeling and succession management*. Conducted a 120-minute webinar for ITD Global in Malaysia.
- Rothwell, W. (2020, July 21). ). *Online workshop and certificate-Session 3: Talent management, competency modeling and succession management*. Conducted a 120-minute webinar for ITD Global in Malaysia.
- Rothwell, W. (2020, July 20). ). *Online workshop and certificate-Session 2: Talent management, competency modeling and succession management*. Conducted a 120-minute webinar for ITD Global in Malaysia.
- Rothwell, W. (2020, July 19). *Online workshop and certificate-Session 1: Talent management, competency modeling and succession management*. Conducted a 120-minute webinar for ITD Global in Malaysia.
- Rothwell, W. (2020, July 16). *Preparing for the unexpected departure of key employees: An introduction to replacement planning*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2020, July 6). *Talent management 5.0: Talent management during an era of pandemic, recession and debates over public safety*. Conducted a 60-minute webinar for Caliber, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2020, June 30). *Effective succession planning*. Conducted a 60-minute webinar for 247Compliance.com.
- Rothwell, W. (2020, June 29). *The status of the workforce education and development doctoral program and graduate online certificates*. Conducted a 10-minute presentation as part of the 100-year online convocation of the workforce education and development program at Penn State University.
- Rothwell, W. (2020, June 26). *Building trust, transparency and authenticity*. Conducted a 60-minute webinar for the Workforce Education and Development program at Penn State University.
- Rothwell, W. (2020, June 18). *Talent management at a time of the coronavirus*. Conducted a 90-minute webinar for AssentGlobal, Inc.
- Rothwell, W. (2020, May 30). *Part 4 of 4: Appreciative inquiry*. Conducted a 2-hour videotaped online workshop session for Talentpole Consulting in Shanghai, China for translation and presentation by subtitled video online.

- Rothwell, W. (2020, May 13). *Part 3 of 4: Organization development*. Conducted a 2-hour videotaped online workshop session for Talentpole Consulting in Shanghai, China for translation and presentation by subtitled video online.
- Rothwell, W. (2020, May 12). *Part 2 of 4: Change management*. Conducted a 2-hour videotaped online workshop session for Talentpole Consulting in Shanghai, China for translation and presentation by subtitled video online.
- Rothwell, W. (2020, May 11). *Part 1 of 4: Demystifying organization development and change*. Conducted a 2-hour videotaped online workshop session for Talentpole Consulting in Shanghai, China for translation and presentation by subtitled video online.
- Rothwell, W. (2020, May 21). *Talent management and organization development workshop series- Session 4: Implementing daily talent management*. Conducted a 60-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W. (2020, May 21). *Talent management and organization development workshop series- Session 3: Implementing technical talent management for knowledge workers*. Conducted a 60-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W. (2020, May 18). *HR transformation in an uncertain world*. Conducted a 60-minute webinar for the Institute of Training and Development in Malaysia.
- Rothwell, W. (2020, May 15). *Talent management and organization development (TMOD) Workshop series: Part 4- Implementing daily talent management*. Conducted a 60-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W. (2020, May 15). *Talent management and organization development (TMOD) Workshop series: Part 3- Implementing technical talent management for knowledge workers*. Conducted a 60-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W. (2020, May 14). *Talent management and organization development (TMOD) Workshop series: Part 2-Implementing traditional talent management*. Conducted a 60-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W. (2020, May 14). *Talent management and organization development (TMOD) Workshop series: Part 1-Key issues, definitions and concepts*. Conducted a 60-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W. (2020, May 14). *Talent management and organization development (TMOD) Workshop series: Overview*. Conducted a 20-minute online video for Chinese participants in English with Chinese language subtitles for Talentpole, Inc.
- Rothwell, W. (2020, May 14). *Part 4 of 4: Appreciative inquiry*. Conducted a 2-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2020, May 13). *Effective succession planning*. Conducted a 90-minute online webinar for AssentGlobal, Inc.
- Rothwell, W. (2020, May 13). *Part 3 of 4: Organization development*. Conducted a 2-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.

- Rothwell, W. (2020, May 12). *Part 2 of 4: Change management*. Conducted a 2-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2020, May 11). *Part 1 of 4: Demystifying organization development and change*. Conducted a 2-hour online workshop session for Caliber Consulting in Dubai, United Arab Emirates.
- Rothwell, W. (2020, May 9). *The 10 generations of the field formerly called "training."* Conducted a 90-minute webinar for Prince Sultan University in Riyadh, Saudi Arabia. Link: <https://youtu.be/4VE6atYNPdk>
- Rothwell, W. (2020, May 8). *Reinventing HR: Competency-based human resource management*. Conducted a 90-minute webinar with 40 participants in Beijing, China through Talentpole.
- Rothwell, W. (2020, May 6). *What's new in workforce planning?* Conducted a 60-minute presentation to participants in a webinar hosted by GRC Educators.
- Rothwell, W. (2020, April 28). *Replacement planning and succession planning in an age of black swan events*. Conducted a 30-minute presentation to the board of the Best Practices Institute.
- Rothwell, W. (2020, April 24). *Talent management and succession planning as organization development and change efforts*. Conducted a 60-minute online webinar for the first of monthly webinars for the MPS in ODC program at Penn State University.
- Rothwell, W. (2020, April 24). *Reviewing an instrument to guide process consultation*. Conducted a 60-minute session for World Campus course WFED578.
- Rothwell, W. (2020, April 22). *Transferring social relationships and social contacts as part of talent management*. Conducted a 90-minute session for Talentpole, Inc. in China.
- Rothwell, W. (2020, April 21). *Talent management and organization development workshop series: Session 4: Implementing Daily Talent Management*. Conducted a 100-minute videorecorded session for Talentpole, Inc. to be presented in China.
- Rothwell, W. (2020, April 21). *Talent management and organization development workshop series: Session 4: Implementing Daily Talent Management*. Conducted a 100-minute videorecorded session for Talentpole, Inc. to be presented in China.
- Rothwell, W. (2020, April 20). *Talent management and organization development workshop series: Session 3: Implementing technical talent management for knowledge workers*. Conducted a 100-minute videorecorded session for Talentpole, Inc. to be presented in China.
- Rothwell, W. (2020, April 20). *Talent management and organization development workshop series: Session 3: Implementing technical talent management for knowledge workers*. Conducted a 100-minute videorecorded session for Talentpole, Inc. to be presented in China.
- Rothwell, W. (2020, April 19). *Talent management and organization development workshop series: Session 2: Implementing traditional talent management. Implementing traditional talent management*. Conducted a 100-minute videorecorded session for Talentpole, Inc. to be presented in China.
- Rothwell, W. (2020, April 19). *Talent management and organization development workshop series: Session 2: Implementing traditional talent management*. Conducted a 100-minute videorecorded session for Talentpole, Inc. to be presented in China.

- Rothwell, W. (2020, April 18). *Talent management and organization development workshop series: Session 1: Key Issues, Definitions and Concepts*. Conducted a 100-minute videorecorded session for Talentpole, Inc. to be presented in China.
- Rothwell, W. (2020, April 18). *Talent management and organization development workshop series: Session 1: Key Issues, Definitions and Concepts*. Conducted a 100-minute videorecorded session for Talentpole, Inc. to be presented in China.
- Rothwell, W. (2020, April 17). *Talent management and organization development workshop series: Overview*. Conducted a 30-minute videorecorded session for Talentpole, Inc. to be presented in China.
- Rothwell, W. (2020, April 15). *How onboarding can be revamped as a retention method*. Conducted a 60-minute webinar for Profedondemand.
- Rothwell, W. (2020, April 9). *Coaching and mentoring leadership by telecommuting*. Conducted a 90-minute virtual session for Talentpole in China.
- Rothwell, W. (2020, April 7). *Transforming the HR department: New developments in HR transformation*. Conducted a 60-minute session for World Campus course WFED572.
- Rothwell, W. (2020, March 31). *Challenging your talent management and succession planning programs*. Conducted a 90-minute virtual session for Talentpole in China.
- Rothwell, W. (2020, March 30). *What's new in employee engagement?* Conducted a 60-minute virtual session for HRoot in China.
- Rothwell, W. (2020, March 26). *Winning the long-term talent wars through effective organization development and talent development*. Conducted a 60-minute virtual session for HRoot in China.
- Rothwell, W. (2020, March 26). *Transforming the HR department: New developments in HR transformation*. Conducted a 90-minute webinar for TrainZSmith, Inc.
- Rothwell, W. (2020, March 25). *Winning the long-term talent wars through effective organization development and talent development*. Conducted a 60-minute invited virtual keynote presentation for HRoot in China.
- Rothwell, W. (2020, March 24). *Solve the puzzle: Customize your talent development framework to fit your organization's culture*. Conducted a 90-minute webinar for TalentPole, Inc. in China.
- Rothwell, W. (2020, March 17). *Reviewing an instrument to assess group dynamics*. Conducted a 60-minute session for World Campus course WFED578.
- Rothwell, W. (2020, March 16). *Employee engagement and organization development*. Conducted a one-hour optional, extracredit webinar for students enrolled in the World Campus course WFED572.
- Rothwell, W. (2020, March 10). *Transforming human resources in an uncertain world: How to manage talent in a VUCA world*. Conducted a 90-minute webinar for TalentPole, Inc. in China.
- Rothwell, W. (2020, March 10). *Building trust, transparency and authenticity*. Conducted a 60-minute webinar for World Campus to aircraft manufacturer Boeing, Inc.
- Rothwell, W. (2020, March 9). *New thinking on employee retention to slash turnover*. Conducted a 90-minute webinar for Johnson Training.
- Rothwell, W. (2020, March 9). *How to spot top talent fast--and before it gets away*. Conducted a 90-minute webinar for ProfEdonDemand, Inc.

- Rothwell, W. (2020, March 1 & 2). *Succession planning and leadership legacy*. Conducted a 2-day workshop in Yangon, Myanmar.
- Rothwell, W. (2020, February 25). *Effective succession planning*. Conducted a 90-minute webinar for AssentGlobal, Inc.
- Rothwell, W. (2020, February 18). *Retention interview toolkit*. Conducted a 60-minute webinar for YourOwn60.
- Rothwell, W. (2020, February 17). *100 ways to drive down turnover*. Delivered a 90-minute webinar for ProfEd, Inc.
- Rothwell, W. (2020, February 13). *Practical models to guide your thinking about succession planning and talent management*. Delivered an optional webinar to participants in my World Campus course, WFED572.
- Rothwell, W. (2020, February 11). *Effective succession planning*. Delivered a 60-minute webinar for 247Compliance, Inc.
- Rothwell, W. (2020, February 10). *Reviewing an instrument to guide process consultation*. Conducted a 60-minute session for World Campus course WFED578.
- Rothwell, W. (2020, January 10). *Challenging your talent management and succession planning programs*. Conducted a 90-minute webinar for Assentglobal, Inc.
- Rothwell, W. (2020, January 9). *Effective succession planning*. Conducted a 60-minute webinar for 247 Compliance, Inc.
- Rothwell, W. (2020, January 6). *How to reduce the time to fill positions*. Recorded a 90-minute webinar for delivery on 31 January 2020. Conducted for ProfEd, Inc.
- Rothwell, W. (2019, December 12). *The future of work and organization development*. Delivered a one hour invited keynote at the Transcendance 2019 OD conference at the Tata Institute for Social Science Research in Mumbai, India.
- Rothwell, W. (2019, December 11). *Succession and talent management*. Conducted a 1day workshop at the Tata Institute for Social Science Research in Mumbai, India.
- Rothwell, W. (2019, December 10). *HR transformation: The basics and beyond*. Conducted a 90-minute lecture for students and faculty at the Tata Institute for Social Science Research in Mumbai, India.
- Rothwell, W. (2019, December 5). *Effective succession planning*. Conducted a 60-minute webinar for AssentGlobal, Inc.
- Rothwell, W. (2019, November 19). *Reducing the time to fill positions with well-qualified people*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2019, November 14). *What leaders should do daily to develop talent and build bench strength*. Conducted a 90-minute webinar for Pioneer Education, Inc.
- Rothwell, W. (2019, November 14). *Transforming the HR department: New developments in HR transformation*. Conducted a 60-minute webinar for TrainZSmith, Inc.
- Rothwell, W. (2019, November 11). *Organizational culture transformations: How to manage and change culture in your organization*. Conducted a one-day workshop at Warba Bank in Kuwait City, Kuwait.
- Rothwell, W. (2019, November 5). *Succession planning and talent management*. Conducted a 3-day workshop in Dubai, United Arab Emirates.

- Rothwell, W. (2019, November 1). *The role of HR/OD Practitioner in inspiring innovation in organization*. Conducted a 60-minute invited keynote address by webcast for the China OD Network in Beijing.
- Rothwell, W. (2019, October 22). *Effective succession planning*. Conducted a 90-minute webinar for 247Compliance, Inc.
- Rothwell, W. (2019, October 17). *Successful behavior-based interviewing*. Conducted a 90-minute videoconference for TrainZSmith, Inc.
- Rothwell, W., & Chee, P. (October 11, 2019). *Leadership talent summit: Talent maximization and disruptive coaching for game changing results in a VUCA world*. Conducted a 1-day program in Manila, Philippines.
- Rothwell, W., & Chee, P. (October 9, 2019). *Leadership talent summit: Talent maximization and disruptive coaching for game changing results in a VUCA world*. Conducted a 1-day program in Ho Chi Minh City, Vietnam.
- Rothwell, W., & Chee, P. (October 7, 2019). *Leadership talent summit: Talent maximization and disruptive coaching for game changing results in a VUCA world*. Conducted a 1-day program in Penang, Malaysia.
- Rothwell, W., & Chee, P. (October 4, 2019). *Leadership talent summit: Talent maximization and disruptive coaching for game changing results in a VUCA world*. Conducted a 1-day program in Bangkok, Thailand.
- Rothwell, W., & Chee, P. (October 2, 2019). *Leadership talent summit: Talent maximization and disruptive coaching for game changing results in a VUCA world*. Conducted a 1-day program in Kuala Lumpur, Malaysia.
- Rothwell, W. (2019, September 30 & October 1). *Essentials of talent and competency management*. Conducted a 2-day workshop for the Certified Talent and Competency Professional program in Kuala Lumpur, Malaysia.
- Rothwell, W. (2019, September 26). *Stop toxic behaviors from some employees from sidetracking your organization*. Conducted a 60-minute webinar for Factsheetresearch.com.
- Rothwell, W. (2019, September 25). *Practical models to guide your thinking about succession planning and talent management*. Delivered an optional webinar to participants in my World Campus course, WFED572.
- Rothwell, W. (2019, September 20). *Successful behavior-based interviewing*. Conducted a 90-minute videoconference for TrainZSmith, Inc.
- Rothwell, W. (2019, September 19). *Experiencing professional joy: The story of my thought leadership*. Participated in an invited videoconference-based panel discussion with the doctoral students in the Organization Development program at Bowling Green State University.
- Rothwell, W. (2019, September 16). *Competency management: How to get the most from your people*. Conducted a 60-minute webinar for 247Compliance, Inc.
- Rothwell, W. (2019, September 10). *Comparing OD and performance consulting*. Delivered an optional webinar to participants in my World Campus course, WFED572.
- Rothwell, W. (2019, September 5). *Effective succession planning*. Conducted a 60-minute webinar for AssentGlobal, Inc.
- Rothwell, W. (2019, September 5). *Effective job rotation programs: How to design and implement*. Conducted a 90-minute webinar for TrainZSmith, Inc.



- Rothwell, W. (2019, August 28). *Succession planning and talent management*. Conducted a 60-minute webinar for Calibre, Inc. in Dubai, United Arab Emirates.
- Rothwell, W. (2019, August 21). *Behavior-based interviewing*. Conducted a 90-minute webinar for TrainZSmith, Inc.
- Rothwell, W. (2019, August 19). *Challenging your talent management and succession planning programs*. Conducted a 90-minute webinar for Assentglobal, Inc.
- Rothwell, W. (2019, August 8). *Effective job rotation programs: How to design and implement*. Conducted a 90-minute webinar for TrainZSmith, Inc.
- Rothwell, W. (2019, August 1). *Retention application strategies for employees*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2019, July 19). *Effective succession planning*. Conducted a 60-minute webinar for 247Compliance, Inc.
- Jones, M., & Rothwell, W. (2019, July 17 & July 22). *Foxdale performance management supervisor workshop*. Co-presented a 2-day workshop at Foxdale Village in State College, PA.
- Rothwell, W. (2019, July 11). *Effective job rotation programs: How to design and implement*. Conducted a 90-minute webinar for TrainZSmith, Inc.
- Rothwell, W. (2019, July 2). *Use group interviews to predict job success*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2019, June 17). *Effective succession planning*. Conducted a 90-minute webinar for 246Compliance, Inc.
- Rothwell, W. (2019, June 6). *Behavior-based interviewing*. Conducted a 75-minute webinar for TrainZSmith, Inc.
- Rothwell, W. (2019, May 31). *Behavior-based interviewing*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2019, May 29). *Effective succession planning*. Conducted a 90-minute webinar for AssentGlobal, Inc.
- Vital, C., Biech, E., Halls, J., & Rothwell, W. (2019, May 22). *Shaping the future of the profession: The 2019 ATD competency study*. Participated in a one-hour panel discussion at the Association for Talent Development Conference in Washington, DC.
- Homer, J., Rothwell, W., & Stopper, A. (2019, May 22). *Build a talent development framework that aligns with your strategic business objectives*. Participated in a one-hour panel discussion at the Association for Talent Development Conference in Washington, DC.
- Rothwell, W. (2019, May 14). *Replacement planning: A first step in succession planning and talent management?* Conducted a 75-minute webinar for TrainZSmith.
- Rothwell, W. (2019, May 2). *Structure your interview for success*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2019, 27-29 April). *Change management, organization development and appreciative inquiry: Building the skills needed to demonstrate change leadership*. Conducted a 3-day workshop in Hong Kong for Hong Kong University.
- Donahue, W., Rothwell, W., & DeShong, W. (2019, April 16). *Master of professional studies in organization development and change*. Conducted a one-hour webinar for Penn State World Campus.
- Rothwell, W. (2019, April 13). *Challenges in organization development*. Conducted a 60-minute guest lecture to doctoral students at Benedictine University in Lisle, IL.

- Rothwell, W. (2019, April 11). *Effective succession planning*. Conducted a 90-minute webinar for Compliance247.
- Rothwell, W. (2019, April 9). *Succession management: Developing future leaders*. Conducted a 75-minute webinar for Lorman, Inc.
- Rothwell, W. (2019, April 2). *The nuts and bolts of performance management: What works and what's new*. Conducted a 75-minute webinar for Assentglobal.
- Rothwell, W. (2019, March 20). *The nuts and bolts of performance management: What works and what's new*. Conducted a 75-minute webinar for Assentglobal.
- Rothwell, W. (2019, March 7). *Challenging your talent management and succession planning programs*. Conducted a 90-minute webinar for 247 compliance.
- Rothwell, W. (2019, March 5). *Top down versus bottom up change: Change management vs. organization development*. Conducted a 60-minute webinar for Boeing, Inc.
- Rothwell, W. (2019, February 26-28). *Organization development and change management*. Conducted a 3-day workshop in Dubai, United Arab Emirates.
- Rothwell, W. (2019, February 15). *Evaluating the effectiveness of training*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2019, February 13). *The nuts and bolts of performance management: What works and what's new*. Conducted a 90-minute webinar for 247 Compliance.
- Rothwell, W. (2019, February 12). *Helping managers solve problems with people: The expert versus the facilitator*. Conducted a 90-minute webinar for Boeing as part of a World Campus webinar.
- Rothwell, W. (2019, January 11). *Effective succession planning*. Conducted a 90-minute webinar for AssentGlobal, Inc.
- Rothwell, W. (2018, December 12). *Behavior-based interviewing*. Conducted a 90-minute webinar for Lorman, Inc.
- Jones, M., & Rothwell, W. (2018, November 29 & December 3). *Performance management plans: Final feedback and decision making*. Conducted 2 4-hour workshops at Foxdale Village, State College, PA.
- Rothwell, W. (2018, November 30). *Recruiting for high turnover positions*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2018, November 20). *Why continued education and training is essential*. Conducted a 90-minute online Webinar for Lorman, Inc.
- Rothwell, W. (2018, October 29). *Tips and tricks for interviewing passive candidates*. Conducted a ninety minute webinar for Lorman, Inc.
- Jones, M., Zaballero, A., & Rothwell, W. (2018, September 17). *Performance management plans: Employee input*. Conducted a 4-hour session in partnership with co-presenters at Foxdale Village in State College, PA.
- Rothwell, W. (2018, August 21). *Transforming the HR department: New developments in HR transformation*. Conducted a ninety minute webinar for Compliance Prime, Inc.
- Rothwell, W. (2018, August 14-16). *Organization development and change management*. Conducted a 3-day workshop in Dubai, United Arab Emirates.
- Jones, M., & Rothwell, W. (2018, August 10). *Follow up meeting on performance management*. Conducted a 1-hour planning and training session at Foxdale Village in State College, Pennsylvania.

- Rothwell, W. (2018, August 6 & 7). *Strategic HR transformation and organization development*. Conducted a 2-day session in Kuching, Malaysia for Sawarak Energy.
- Rothwell, W. (2018, August 1-3). *Talent, competency and succession management*. Conducted a three-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (2018, July 30). *Employees Provident Fund: Leading change*. Conducted a one-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (2018, July 10). *Effective succession planning*. Conducted a ninety minute webinar for SignUp, Inc.
- Rothwell, W. (2018, June 24). *Practical approaches and new thinking in high potential development and succession planning*. Conducted a 4-hour concurrent session at the Asia Digital Transformation and HR Executive Summit in Qingdao, China.
- Rothwell, W. (2018, June 24). *New developments in HR transformation*. Conducted a 2-hour invited keynote session at the Asia Digital Transformation and HR Executive Summit in Qingdao, China.
- Rothwell, W. (2018, June 13). *Human resource transformation in the digital age*. Conducted a 3-hour invited keynote session at the Asia Digital Transformation and HR Executive Summit in Shanghai, China.
- Rothwell, W. (2018, June 5). *Behavior-based interviewing*. Conducted a 90-minute webinar for Lorman, Inc.
- Homer, J., Stopper, A., Rothwell, W., & Zaballero, A. (2018, May 9). *Solve the puzzle: Customize your talent development framework to fit your organizational culture*. Conducted a 60-minute session at the Association for Talent Development (ATD) Conference in San Diego, CA.
- Naughton, J., Rothwell, W., & Lasse, C. (2018, May 6). *7 steps to measure the impact of learning with a competency model*. Conducted a one hour and fifteen minute presentation at the Association for Talent Development (ATD) Conference in San Diego, CA.
- Homer, J., Rothwell, W., Stopper, A., & Zaballero, A. (2018, April 19). *Customize your talent development framework to fit your organizational culture*. Conducted a one-hour webinar for the Association for Talent Development.
- Rothwell, W. (2018, April 11). *HR transformation*. Conducted a one-hour optional, extracredit webinar for students enrolled in the World Campus course WFED572.
- Rothwell, W. (2018 April 10). *HR transformation*. Conducted a one-hour optional, extracredit webinar for students enrolled in the World Campus course WFED572.
- Rothwell, W. (2018 April 10). *Whole systems transformational change*. Conducted a one-hour optional, extracredit webinar for students enrolled in WFED870.
- Rothwell, W., Donahue, W., & DeShong, W. (2018, April 10). *Master of professional studies in Organization Development and change*. Conducted a 60-minute webinar for Penn State World Campus.
- Rothwell, W. (2018, April 3-5). *Performance management: Enabling human performance-Next generation performance management*. Conducted a 3-day workshop in Dubai, United Arab Emirates.
- Jones, M., Rothwell, W., Szczesny, C., Park, J., & Zaballero, A. (2018, 22 March). *Welcome: Performance management assessment project*. Participated in a 4-hour workshop at Foxdale Village in State College, PA.
- Rothwell, W. (2018, February 22). *Lorman webinar: Best practices for communicating*

- performance expectations and goals*. Conducted a 90-minute webinar.
- Carraway, V., Chapman, J., Gerity, P., Jacobs, J., Phelan, D., & Rothwell, W. (2018, January 30). *Preconference Session-Community college leaders on workforce development*. Conducted a 4-hour session at the New Orleans, LA Workforce Development Institute conference of the American Association of Community Colleges.
- Rothwell, W., Donahue, W., & McLaughlin, J. (2018, January 28). *Master of professional studies in Organization Development and change*. Conducted a 60-minute webinar for Penn State World Campus.
- Rothwell, W. (2017, December 18). *Behavior-based interviewing*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2017, December 9-10). *Organization development and change management*. Conducted a 2-day workshop in Shanghai, China.
- Rothwell, W. (2017, December 6-8). *Introducing organization development and change management*. Conducted a 3-day workshop in Beijing, China.
- Rothwell, W. (2017 November 8). *HR transformation*. Conducted a one-hour optional, extracredit webinar for students enrolled in the World Campus course WFED572.
- Rothwell, W. (2017, October 29-31). *Organization development and change management*. Conducted a 3-day workshop in Dubai, United Arab Emirates.
- Rothwell, W. (2017, October 10). *BPI senior executive board benchmark-it promotion potential assessment*. Conducted a one-hour webinar for senior executives of BPI.
- Rothwell, W. (2017 October 5). *Employee engagement and organization development*. Conducted a one-hour optional, extracredit webinar for students enrolled in the World Campus course WFED572.
- Rothwell, W., Donahue, W., & McLaughlin, J. (2017, September 7). *Master of Professional Studies in organization development and change: Informational webinar*. Conducted a 1-hour webinar for World Campus.
- Rothwell, W. (2017, August 30). *Practical models to guide your thinking about succession planning and talent management*. Delivered an optional webinar to participants in a World Campus course.
- Rothwell, W. (23 August 2017). *Comparing OD and performance consulting*. Delivered an optional webinar to participants in my World Campus course.
- Rothwell, W. (10 August 2017). *The basics of succession planning—and beyond*. Conducted a 60-minute online webinar for the global trainers of Caterpillar, Inc.
- Rothwell, W. (2 August 2017). *How to sell your small company to top talent*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (13-14 July 2017). *Employees Provident Fund: Leading change*. Conducted a two—day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (10-12 July 2017). *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 Jakarta Indonesia.
- Rothwell, W. (5-7 July 2017). *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 Colombo, Sri Lanka.

- Rothwell, W. (29 June 2017). *Employee engagement and organization development*. Conducted a one-hour optional, extracredit webinar for students enrolled in the World Campus course WFED572.
- Rothwell, W. (2017, May 25). *Practical models to guide your thinking about succession planning and talent management*. Delivered an optional webinar to participants in a World Campus course.
- Homer, J., Rothwell, W., Stopper, A., & Zaballero, A. (2017, May 23). *Let's get creative: Build your own talent development framework*. Conducted a 1-hour session at the Association for Talent Development (ATD) conference in Atlanta, GA.
- Naughton, J., Rothwell, W., Macko, P., & Lasse, C. (2017, May 22). *The holy grail: Using competency models to establish learning program impact*. Conducted a 1-hour session at the Association for Talent Development (ATD) conference in Atlanta, GA.
- Rothwell, W. (2017, May 22). *About certification*. Recorded a video for online distribution with the ATD staff in Atlanta, GA.
- Rothwell, W., Zaballero, A., Fu, I., Newbauer, C., & McClary, J. (2017, May 21). *Competency-based education and training: A shift away from competency-based learning*. Conducted a 1-hour session at the Association for Talent Development (ATD) conference in Atlanta, GA.
- Rothwell, W. (2017, April 25-26). *Talent engagement and retention in a disruptive world: Managing talent in a VUCA world*. Conducted a 2-day workshop in Penang, Malaysia.
- Rothwell, W. (2017, April 25-26). *Talent engagement and retention in a disruptive world: Managing talent in a VUCA world*. Conducted a 2-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (2017, April 20). *Talent, competency and succession management: Webinar follow up*. Conducted a 90-minute webinar with Beijing, China.
- Rothwell, W. (2017, April 18). *Comparing OD and performance consulting*. Delivered an optional webinar to participants in a World Campus course.
- Rothwell, W. (2017, April 12-13). *Succession planning*. Conducted a two-day workshop in Dubai, United Arab Emirates.
- Rothwell, W. (2017, March 27-28). *The leader's daily role in talent management*. Conducted a two-day workshop for GCL (Chinese company) in Shanghai, China.
- Rothwell, W. (2017, March 25-26). *Talent management: Recruiting, developing, and retaining the best workers*. Conducted a two-day workshop at Shanghai Jiaotong University in Shanghai, China.
- Rothwell, W. (2017, March 23-24). *Talent, competency and succession management*. Conducted a two-day workshop in Shanghai, China.
- Rothwell, W. (2017, March 21-22). *Talent, competency and succession management*. Conducted a two-day workshop for JD.com in Beijing, China.
- Rothwell, W. (2017, February 28). *Competency modeling: How to use it*. Conducted a one-hour webinar for Talentpole in Beijing, China.
- Rothwell, W., Barss, C., & Zaballero, A. (2017, February 24). *Evaluate succession management in healthcare*. Conducted a one-hour webinar for the Association for Talent Development.
- Rothwell, W. (16 February 2017). *Employee engagement and organization development*. Conducted a one-hour optional, extracredit webinar for students enrolled in the World

- Campus course WFED572.
- Rothwell, M., & Rothwell, W. (15 February 2017). *Where I have been*. Conducted a one-hour webinar for Altrusa in State College, PA.
- Rothwell, W. (24 January 2017). *Your best employee leaves, now what? Strategies to effectively cross-train and rotate job duties*. Conducted a one-hour webinar for Lorman, Inc.
- Rothwell, W. (5 January, 2017). *Best practices and practical tools in building talent and the leadership pipeline in organization*. Conducted a one-hour webinar for Talentpole in Beijing, China.
- Rothwell, W. (2016, 27-29 December). *Succession planning and management at SSPGE*. Conducted a 3-day workshop in Dubai, United Arab Emirates.
- Rothwell, W. (2016, 15 December). *Job rotation programs: How to design and implement*. Conducted a 75-minute webinar for the Clearlaw Institute.
- Homer, J., Rothwell, W., Stopper, A., & Zaballero, A. (2016, 12 December). *Let's get creative: Build your own talent development framework*. Conducted a one-hour webinar for the Association for Talent Development.
- Rothwell, W. & Barss, C. (2016, 5 December). *Clarify and manage talent on succession planning*. Conducted a one-hour webinar for the Association for Talent Development.
- Rothwell, W. (2016, 29 November). *PSD Competency-based clinic session*. Conducted a one-day facilitated session for the Civil Service College of Singapore in Singapore.
- Rothwell, W. (2016, 28 November). *Developing competency-based applications*. Conducted a one-day workshop for the Civil Service College of Singapore in Singapore.
- Rothwell, W. (2016, 26 November). *Competency-based training*. Conducted a one-day workshop for the Civil Service College of Singapore in Singapore.
- Rothwell, W. (2016, November 25). *The future of talent: Developing High Professionals in the evolving HR landscape*. Conducted a one-day workshop for the Civil Service College of Singapore in Singapore.
- Rothwell, W. (2016, November 23-24). *Competency-based human resource management*. Conducted a 2-day workshop for the Civil Service College of Singapore in Singapore.
- Rothwell, W. (2016, November 21-22). *The competency modeling workshop*. Conducted a 2-day workshop for the Civil Service College of Singapore in Singapore.
- Rothwell, W. (2016, November 16). *How to make the business case for HR transformation in your organization*. Conducted a 1-hour webinar for WFED572.
- Rothwell, W., Barss, C., & Zaballero, A. (2016, November 14). *An innovative approach to succession planning management*. Conducted a 1-hour invited keynote presentation at the ATD Healthcare summit in San Antonio, Texas.
- Rothwell, W. (2016, November 3). *Talent development under the national innovation-driven strategy*. Conducted a one-hour invited keynote address at the Talent Management and Innovation Conference at Tsinghua University in Beijing, China.
- Rothwell, W. (2016, November 2). *Global trends and competencies in HR and talent development*. Conducted a one-day workshop in the headquarters of DiDi China in Beijing.
- Rothwell, W. (2016, October 19). *Employee engagement and organization development*. Conducted a one-hour optional, extracredit webinar for students enrolled in the World Campus course WFED572.

- Rothwell, W. (2016, 10-12 October). *Performance consulting*. Conducted a 3-day workshop in Mexico City, Mexico.
- Rothwell, W. (2016, 5-7 October). *Succession planning*. Conducted a 3-day workshop in Mexico City, Mexico.
- Rothwell, W., Barss, C., & Zaballero, A. (2016, 3 October). *Road map of strategic succession management in healthcare*. Conducted a one-hour webinar for the Association for Talent Development.
- Rothwell, W. (2016, 21 September). *Practical models to guide your thinking about succession planning and talent management*. Delivered an optional webinar to participants in a World Campus course.
- Rothwell, W. (2016, September 13). *Lean but agile work and workforce planning: Finding the right staff to do the right work*. Delivered a 90-minute session at Picatinny Arsenal in Dover, NJ.
- Rothwell, W. (2016, September 6). *Comparing OD and performance consulting*. Delivered an optional webinar to participants in a World Campus course.
- Rothwell, W. (2016, August 29-31). *Change management: How to manage change and overcome resistance*. Conducted a three-day workshop in Mexico City, Mexico.
- Rothwell, W. (2016, August 24-26). *Performance coaching*. Conducted a three-day workshop in Mexico City, Mexico.
- Rothwell, W. (2016, August 11). *Assessing competency-based education*. Conducted a four-hour workshop for in Willemstad, Curacao.
- Rothwell, W. (2016, August 11). *Change management: Transitioning to a competency-based approach*. Conducted a one-hour workshop for in Willemstad, Curacao.
- Rothwell, W. (2016, August 11). *Applying competencies*. Conducted a four-hour workshop for in Willemstad, Curacao.
- Rothwell, W. (2016, August 10). *The basics of competency competencies*. Conducted a four-hour workshop for 350 people in Willemstad, Curacao.
- Rothwell, W. (2016, August 9). *Answers to your questions: Why implement competency-based education?* Conducted a one-hour session to 900 teachers in Willemstad, Curacao.
- Rothwell, W. (2016, August 9). *Why implement competency-based education?* Conducted a one-hour invited keynote session to 900 teachers in Willemstad, Curacao.
- Rothwell, W. (2016, July 25). *A normative view of human performance technology*. Conducted a 1-hour webinar for an HPT class at Purdue University.
- Rothwell, W. (2016, June 26-27). *Strategic human resource management*. Conducted a 2-day workshop for Shanghai Jiaotong University in Shenzhen, China.
- Rothwell, W. (2016, June 21). *Employee engagement and organization development*. Conducted a one-hour optional, extracredit webinar for students enrolled in the World Campus course WFED572.
- Rothwell, W. (2016, June 21). *Benchmark-IT webinar: Talent reviews and succession planning*. Conducted a 60-minute webinar for BPI.
- Rothwell, W. (2016, June 20). *Job rotation programs: How to design and implement*. Conducted a 75-minute webinar for the Clearlaw Institute.
- Rothwell, W. (2016, June 14). *Practical models to guide your thinking about succession planning and talent management*. Delivered an optional webinar to participants in World Campus course WFED572.

- Rothwell, W. (2016, June 6-8). *Talent, competency and succession management*. Conducted a 3-day workshop in Bangkok, Thailand.
- Rothwell, W. (2016, June 2). *The role of management, CEO and HR in creativity and innovation*. Conducted a 2-hour talk in Kuala Lumpur, Malaysia.
- Rothwell, W. (2016, May 31). *Becoming an effective mentoring leader*. Conducted a 90-minute dinner talk in Kuala Lumpur, Malaysia.
- Rothwell, W. (2016, May 30-31 & June 1). *Talent, competency and succession management*. Conducted a 3-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. & Zaballero, A. (2016, May 25). *Succession planning in healthcare*. Delivered a 5-minute video presentation on the web at the ATD International Conference in Denver, CO.
- Rothwell, W. (2016, May 25). *Community express: Healthcare fast track*. Delivered a 10-minute presentation at the ATD International Conference in Denver, CO.
- Homer, J., Rothwell, W., Stopper, A., & Zaballero, A. (2016, 24 May). *Building your own talent development framework*. Delivered a 60-minute presentation at the ATD International Conference in Denver, CO.
- Rothwell, W., Barrs, T., & Zaballero, A. (2016, 23 May). *Developing a succession plan for healthcare organizations*. Delivered a 60-minute presentation at the ATD International Conference in Denver, CO.
- Naughton, J., Rothwell, W., & Lasse, C. (2016, 22 May). *Career planning: Talent development competencies and the ATD career navigator*. Delivered a 75-minute presentation at the ATD International Conference in Denver, CO.
- Rothwell, W. (2016, 17 May). *Comparing OD and performance consulting*. Delivered an optional webinar to participants in a World Campus course.
- Rothwell, W. (2016, 12 & 13 May). *Organization design and development*. Conducted a 2-day workshop, of 12 hour delivery days, in Mexico City.
- Rothwell, W., Donahue, W., McLaughlin, J., & Macko, P. (2016, May 3). *Master of professional studies in Organization Development and change*. Conducted a one-hour webinar.
- Rothwell, W. (2016, 26-28 April). *HR transformation: Executing the change – Lead the change from administrative to strategic HR*. Conducted a 3-day workshop in Dubai, United Arab Emirates.
- Rothwell, W. (2016, 21 April). *The future of talent management*. Conducted a one hour webinar for the Singapore Civil Service.
- Rothwell, W. (2016, 20 April). *Becoming an effective mentoring leader*. Conducted a webinar for Talentmarks, a webinar provider in the UK.
- Rothwell, W. (2016, 28 March). *Talent management and succession planning: What you most need to know*. Conducted a 4-hour workshop at EF Language First in Shanghai, China.
- Rothwell, W. (2016, 26-27 March). *Talent management: Recruiting, developing and retaining the best workers*. Conducted a 2-day workshop at Shanghai JiaoTong University in Shanghai, China.
- Rothwell, W. (2016, 24-25 March). *Introducing change management, organization development and appreciative inquiry*. Conducted a 2-day workshop at Shanghai JiaoTong University in Shanghai, China.
- Rothwell, W. (2016, February 23). *Employee engagement and organization development*. Conducted a one-hour optional, extracredit webinar for students enrolled in the World



- Campus course WFED572.
- Rothwell, W., & Donahue, W. (2016, February 23). *Master of professional studies in organization development and change*. Conducted a 1-hour webinar for prospective students.
- Rothwell, W. (2016, February 12). *A competency-based approach to teaching critical thinking*. Conducted a 90-minute presentation to teachers in an in-service session at Grace Prep in State College, PA.
- Rothwell, W. (2016, 9 February). *Practical models to guide your thinking about succession planning and talent management*. Delivered an optional webinar to participants in a World Campus course.
- Williams, D., & Rothwell, W. (2016, January 27). Facilitated discussion about competencies. Conducted a 45-minute session as the Centers for Disease Control and Prevention in Atlanta, GA for the Association for Public Health Laboratories.
- Williams, D., & Rothwell, W. (2016, January 26). Facilitated discussion about competencies. Conducted a 45-minute session as the Centers for Disease Control and Prevention in Atlanta, GA for the Association for Public Health Laboratories.
- Rothwell, W. (2016, January 26). *All about competencies: Part 2*. Conducted a 45-minute session as the Centers for Disease Control and Prevention in Atlanta, GA for the Association for Public Health Laboratories.
- Rothwell, W. (2016, January 26). *All about competencies: Part 1*. Conducted a 75-minute session as the Centers for Disease Control and Prevention in Atlanta, GA for the Association for Public Health Laboratories.
- Rothwell, W., & Prescott, R. (2016, January 12-13). *Succession planning and implementation: Sustaining the organization through focused talent management*. Conducted a 2-day workshop for the University of Alabama in Birmingham, AL.
- Rothwell, W. (2015, 19 December). *The chief global talent management and development officer*. Conducted a 90-minute webinar for Mexico City, Mexico.
- Rothwell, W. (2015, 11 December). *The fundamentals of talent management*. Conducted a 90-minute webinar with 50 HR professionals in Shanghai, China.
- Rothwell, W. (2015, 1 December). *How to make the business case for HR transformation at your organization*. Conducted a 1-hour webinar for students in WFED572.
- Homer, J., Rothwell, W., & Stopper, A. (2015, 1 December). *Building a talent development structure without borders*. Conducted a 60-minute webinar for the Association for Talent Development. Archived at: <http://webcasts.td.org/webinar/1768>
- Rothwell, W. (2015, 23-25 November). *The chief global talent management and development officer*. Conducted a 3-day workshop in Mexico City, Mexico.
- Rothwell, W. (2015, 16 November). *Public health laboratories (PHL) competencies: Roadmap to integrate and implement public health laboratory competencies in your organization*. Conducted a 90-minute webinar for the American Public Health Laboratory Association.
- Rothwell, W., & Cronin, G. (2015, 11 November). *Talent management*. Conducted a 75-minute presentation for the Samson Leadership Academy at the Cleveland Clinic in Cleveland, OH.
- Zaballero, A., & Rothwell, W. (2015, 6 November). *DACUM and job task analysis follow-up session*. Conducted a 90-minute session with NOCTI in Big Rapids, MI.

- Rothwell, W. (2015, 2 November). *Competencies, challenges and trends in instructional design*. Conducted a one-hour webinar for graduate student at Old Dominion University in Norfolk, VA.
- Rothwell, W. (2015, 28 October). *Quick & easy strategies to develop talent everyday: What leaders should do every day to develop talent*. Conducted an invited keynote address at the Asian Regional Training and Development Association Conference in Cairo, Egypt.
- Rothwell, W. (2015, 24-26 October). *Talent engagement and retention: What leaders do daily to manage talent for maximum performance*. Conducted a three-day preconference seminar at the Asian Regional Training and Development Association Conference in Cairo, Egypt.
- Rothwell, W. (2015, 20-22 October). *Change management and organization development for leaders, HR and OD professionals*. Conducted a 3-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (2015, 16 October). *Maximizing results, engagement and retention of talents*. Conducted a 1-hour invited keynote presentation in Bangkok, Thailand.
- Rothwell, W. (2015, 14 October). *Maximizing results, engagement and retention of talents*. Conducted a 1-hour invited keynote presentation in Ho Chi Minh City, Vietnam.
- Rothwell, W. (2015, 9 October). *Getting started with succession planning*. Conducted a 1 hour and 15 minute invited keynote at the HR and Employment Law Conference of the Manufacturer and Business Association in Erie, PA.
- Rothwell, W. (2015, 9 October). *Technical knowledge succession planning (technical succession planning)*. Conducted a 1-hour presentation at the HR and Employment Law Conference of the Manufacturer and Business Association in Erie, PA.
- Rothwell, W. (2015, 7 October). *Ph.D. orientation*. Conducted a 1-hour webinar for new Ph.D. students in WFED in State College, PA.
- Rothwell, W. (2015, 5-6 October). *Jobs: DACUM and job task analysis facilitation techniques*. A 1.5-day seminar delivered in-house for NOCTI in Big Rapids, MI.
- Rothwell, W. (2015, 30 September). *Practical models to guide your thinking about succession planning and talent management*. Delivered an optional webinar to participants in a World Campus course.
- Rothwell, W. (2015, 25 September). *Mastering the instructional design process today*. A 1-hour presentation delivered on the campus of Northeastern Illinois University in Chicago, IL.
- Rothwell, W. (2015, 24 September). *Competencies, challenges and trends in instructional design*. A 1-hour presentation to members of IACET at the Awards Ceremony in Chicago, IL.
- Rothwell, W. (2015, 24 September). *A conversation with William J. Rothwell*. Presented a 1-hour session for the IACET Board of Directors in Chicago, IL.
- Rothwell, W. (2015, 15 September). *Employee engagement and organization development*. Conducted a one-hour optional, extracredit webinar for students enrolled in the World Campus course WFED572.
- Rothwell, W. (2015, 10 September). *Comparing OD and performance consulting*. Delivered an optional webinar to participants in a World Campus course.
- Rothwell, W. (2015, 24-26 August). *Change management and organization development for leaders, HR and OD professionals*. Conducted a 3-day workshop in Bangkok, Thailand.
- Rothwell, W. (2015, 20-22 August). *Change management and organization development for*

- leaders, HR and OD professionals.* Conducted a 3-day workshop in Ho Chi Minh City, Vietnam.
- Rothwell, W. (2015, 19 August). *Human capital consulting.* Conducted a 1-day workshop for 10 senior executives at PIDM in Kuala Lumpur, Malaysia.
- Rothwell, W. (2015, 18 August). *Board leading change: Organizational transformation strategy as key to sustainable growth in challenging times.* Conducted a 1-day workshop for members of Boards of Directors at FIDE in Kuala Lumpur, Malaysia.
- Rothwell, W. (2015, 17 August). *Conducting effective performance review workshop.* Presented a 1-day program for PIDM in Kuala Lumpur, Malaysia.
- Rothwell, W. (2015, 13-14 August). *Succession planning and talent management 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 Singapore.
- Rothwell, W. (2015, 10-12 August). *Change management and organization development for leaders, HR and OD professionals.* Conducted a 3-day workshop in Manila, Philippines.
- Rothwell, W. (2015, 23 July). *Career planning.* Conducted a one-hour optional, extracredit webinar for students enrolled in the World Campus course WFED572.
- Rothwell, W. (2015, 2 July). *Practical models to guide your thinking about succession planning and talent management.* Conducted a one-hour optional, extracredit webinar for students enrolled in the World Campus course WFED572.
- Rothwell, W. (2015, 25-26 June). *Change management, organization development and appreciative inquiry: The basics and the advanced.* Conducted a 2-day in-house workshop for BASF in Mexico City.
- Rothwell, W. (2015, 22-24 June). *Change management, organization development and appreciative inquiry for leaders, HR & OD Professionals.* Conducted a 3-day workshop in Mexico City.
- Rothwell, W. (2015, 18 June). *Employee engagement and organization development.* Conducted a one-hour optional, extracredit webinar for students enrolled in the World Campus course WFED572.
- Rothwell, W. (2015, 18 June). *Talent management and succession planning: Strategic and tactical issues.* Conducted a one-hour webinar with the United Kingdom for the Institute of Recruiters: Max Oliver Marcs Recruitment.
- Rothwell, W., Zaballero, A., Asina, T., Briskin, J., & Parker, A. (2015, 12 June). *Competencies, challenges and trends in instructional design: Results of research by ATD, IACET, and R&A.* Recorded a 1-hour panel webinar for the Project Management Institute (PMI).
- Rothwell, W. (2015, 10 June). *Human performance improvement: Building practitioner performance.* Provided the invited keynote address for the Enfovia Executive Summit in Shanghai, China.
- Rothwell, W. (2015, 9 June). *Characteristics of next generation leaders.* Facilitated a 1-hour panel discussion at the Leadership Roundtable in Shanghai, China.
- Rothwell, W. (2015, 9 June). *The nine generations of the field formerly called training.* Conducted a 1—hour presentation on the campus of Eastern China Normal University in Shanghai, China.
- Rothwell, W. (2015, 4 June). *Comparing OD and performance consulting.* Delivered an optional webinar to participants in a World Campus course.

- Rothwell, W. (2015, 2-3 June). *Talent management and knowledge transfer: Recruiting, developing, retaining and transferring the knowledge of the best knowledge workers every day*. Conducted a 2-day workshop at Picatinny Arsenal, NJ.
- Rothwell, W., & Donahue, W. (2015, 28 May). *Master of professional studies in organization development and change: Informational webinar*. Conducted a 60-minute informational webinar for World Campus on the University Park campus of Penn State.
- Stopper, A., Zaballero, A., Miller, L., Wang, W., & Rothwell, W. (2015, 19 May). *Global talent development: Best practices and trends*. Delivered a 75-minute presentation at the ATD International Conference in Orlando, FL.
- Naughton, J., Rothwell, W., & Lasse, C. (2015, 18 May). *Career planning: Talent development competencies and the ATD career navigator*. Delivered a 75-minute presentation at the ATD International Conference in Orlando, FL.
- Parker, A., Rothwell, W., Zaballero, A., Briskin, J., & Newbauer, C. (2015, 17 May). *Competencies, challenges and trends in instructional design: Results of research by ATD, IACET and R & A*. Delivered a 75-minute presentation at the ATD International Conference in Orlando, FL.
- Rothwell, W. (2015, 17 May). *What is performance consulting?* Conducted a 1-hour session of the Korean Management Association at the ATD International Conference in Orlando, FL.
- Rothwell, W. (2015, 13-15 May). *Talent, competency and succession management*. Conducted a 3-day workshop in Mexico City, Mexico.
- Rothwell, W. (2015, May 7-9). *Change management, organization development and appreciative inquiry for leaders, HR & OD Professionals*. Conducted a 3-day workshop in Quito, Ecuador.
- Rothwell, W. (2015, March 17-19). *Leading strategic HR transformation and talent management*. Conducted a 3-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (2015, March 13). *Becoming an effective mentor*. Conducted a 2-hour information session for the Malaysian government.
- Rothwell, W. (2015, March 13-14, 16). *Application tools for talent management and competency modelling*. Conducted a 3-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (2015, March 12). *Talent and succession management for government*. Conducted a one-day training session for senior managers in the Malaysian government for INTAN in Kuala Lumpur, Malaysia.
- Zaballero, A. G., Rothwell, W. J., Alkhalaf, A. & Alzahmi, R. (2015, 9 March). *What is a competency based system and how can it develop a transnational space in the petroleum industry?* Conducted a 1 hour session at the International Academic Forum (IAFOR) International Conference on Education in Dubai, UAE.
- Zaballero, A. G., Alkhalaf, A., Rothwell, W. J. & Alzahmi, R. (2015, 9 March). *Bridging the talent gap of the petroleum industry: Developing transnational competency-based education*. A Presentation at the International Academic Forum (IAFOR) International Conference on Education in Dubai, UAE.
- Rothwell, W. (2015, 8-9 March). *Talent management innovation: Attracting, developing, engaging, positioning and retaining talented people*. Conducted a 2-day workshop in Manama, Bahrain.

- Haynes, C., Zaballero, A., & Rothwell, W. (2015, 2 March). *The future of organization development*. Conducted a one-hour webinar for the Association for Talent Development (ATD).
- Rothwell, W., & Donahue, W. (2015, 17 February). *The Master's of Professional Studies in Organization Development & Change*. Conducted a 1-hour webinar for World Campus.
- Rothwell, W. (2015, 3-5 February). *The technical talent management masterclass*. Conducted a 3-day workshop in Singapore.
- Rothwell, W. (2015, 30 January-1 February). *Introducing change management, organization development and appreciative inquiry*. Conducted a 2-day workshop at Shanghai JiaoTong University in Shanghai, China.
- Rothwell, W. (2015, 28-29 January). *Talent management: Recruiting, developing and retaining the best workers*. Conducted a 2-day workshop at Shanghai JiaoTong University in Shanghai, China.
- Rothwell, W., Anderson, C., & Corn, C. (2015, 9 January). *Organization development fundamentals: Managing strategic change*. Conducted a one-hour webinar for the Association for Talent Development (ATD). Archived at: <http://webcasts.td.org/webinar/1442>
- Rothwell, W. (2014, 15-16 December). *HR business partnering and centers of expertise*. Conducted a 2-day in-house workshop for Citibank Indonesia in Jakarta, Indonesia.
- Rothwell, W. (2014, 12 December). *Talent engagement and retention: From building employee engagement to building a performance culture*. Conducted a 1-day workshop for Vietnamworks in Hanoi, Vietnam.
- Rothwell, W. (2014, 10 December). *Talent engagement and retention: From building employee engagement to building a performance culture*. Conducted a 1-day workshop for Vietnamworks in Ho Chi Minh City, Vietnam.
- Rothwell, W., Baumgardner, C., & Alzahmi, R. (2014, 5 December). *Overcoming barriers to building an engagement culture*. Conducted a 1-hour webinar for the Association for Talent Development (ATD), formerly known as ASTD.
- Rothwell, W. (2014, 24 November). *Employee engagement and organization development*. Conducted an optional 1-hour webinar for participants in the World Campus WFED 572 course.
- Rothwell, W. (2014, 20 November). *Optimizing talent in the federal workforce*. Conducted a 1-hour webinar for the Chesapeake Bay Organization Development in Baltimore, MD.
- Rothwell, W. (2014, 17 November). *Talent management and talent development: From the basics to the cutting-edge*. Conducted a 1-hour webinar for Penn State alumni of the Department of Learning and Performance Systems. Archived at: <https://meeting.psu.edu/p90p1c1j3jm/>
- Rothwell, W. (2014, 12-14 November). *Talent, competency and succession management*. Conducted a 3-day workshop in Mexico City, Mexico.
- Rothwell, W. (2014, 6 November). *Comparing organization development consulting and performance consulting*. Conducted an optional 1-hour webinar for participants in the World Campus WFED 572 course.
- Rothwell, W. (2014, 27-28 October). *Transformational leadership and change management*. Conducted a 2-day workshop in Hong Kong, China.
- Rothwell, W. (2014, 23 October). *Applying competency-based human resource management:*

- Workshop 4: Competency-based performance management.* Conducted a 3-hour public workshop in Bali, Indonesia.
- Rothwell, W. (2014, 23 October). *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 Bali, Indonesia..
- Rothwell, W. (2014, 22 October). *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 Bali, Indonesia.
- Rothwell, W. (2014, 21 October). *Applying competency-based human resource management: Workshop 1: Identifying competencies.* Conducted a 1-day public workshop for the Singapore Institute of Management in Bali, Indonesia..
- Rothwell, W. (2014, 20 October). *Applying competency-based human resource management: Workshop 1: Identifying competencies.* Conducted a 1-day public workshop for the Singapore Institute of Management in Bali, Indonesia..
- Rothwell, W. (2014, 14 October). *The leader's daily role in building competencies and developing talent.* Delivered a 1-hour invited keynote address at the Association for Talent Development Conference in Mexico City, Mexico.
- Rothwell, W. (2014, 26 September). *Talent management as an organization development intervention.* Conducted a 1-hour optional webinar for students enrolled in World Campus WFED 572.
- Rothwell, W., Baumgardner, C., & Sherwani, N. (2014, 26 September). *Creating engaged employees.* Conducted a 1-hour webinar for the Association for Talent Development.
- Rothwell, W., & Donahue, W. (2014, 25 September). *The Master's of Professional Studies in Organization Development & Change.* Conducted a 1-hour webinar for World Campus.
- Rothwell, W. (2014, 25 September). *What do CEOs expect from training?* Conducted a 1-hour webinar with executives in Colombia.
- Rothwell, W. (2014, 18 September). *The leader's daily role in building competencies and developing talent.* Conducted a 1-hour webinar with the Mexico Association for Talent Development.
- Rothwell, W. (2014, 8-10 September). *Talent engagement and retention: What leaders do daily to manage talent for maximum performance.* Conducted a 3-day workshop in Kuala Lumpur, Malaysia.
- Rothwell, W. (2014, 4-6 September). *Talent engagement and retention: What leaders do daily to manage talent for maximum performance.* Conducted a 3-day workshop in Manila, Philippines.
- Rothwell, W. (2014, 29 August & 1-2 September). *Talent engagement and retention: What leaders do daily to manage talent for maximum performance.* Conducted a 3-day workshop in Bangkok, Thailand.
- Rothwell, W. (2014, 25-27 August). *Talent engagement and retention: What leaders do daily to manage talent for maximum performance.* Conducted a 3-day workshop in Ho Chi Minh City, Vietnam.
- Rothwell, W. (2014, 11 August). *Interview Dr. Rothwell - talent engagement & retention.* Interviewed on NETVIET, the National TV station of Vietnam. Available at this link: <https://www.youtube.com/watch?v=lQ5vHYEiQ9o>

- Rothwell, W. (2014, 6-8 August). *Change management, organization development and appreciative inquiry for leaders, HR & OD professionals*. Conducted a 3-day workshop in Mexico City, Mexico.
- Rothwell, W. (2014, 30 July). *Comparing OD consulting and performance consulting*. Conducted an optional 1-hour webinar for participants in the World Campus WFED 572 course.
- Rothwell, W. (2014, 17 July). *Talent and the servant leadership challenge*. Conducted a 1-hour webinar for the University of South Africa in Pretoria, South Africa.
- Rothwell, W. (2014, 15 July). *Employee engagement and organization development*. Conducted an optional 1-hour webinar for participants in the World Campus WFED 572 course.
- Rothwell, W. (2014, 30 June). *Relating organization development to talent management and succession planning*. Conducted an optional 1-hour webinar for participants in the World Campus WFED 572 course.
- Rothwell, W. (2014, 26 June). *Talent management and succession planning: What you most need to know*. Conducted a 1-day workshop in Ho Chi Minh City, Vietnam.
- Rothwell, W. (2014, 24 June). *Talent management and succession planning: What you most need to know*. Conducted a 1-day workshop in Ho Chi Minh City, Vietnam.
- Rothwell, W. (2014, 23 June). *Talent*. Participated in a one-hour television interview with KBDC television in Ho Chi Minh City, Vietnam.
- Rothwell, W., & Alexander, J. (2014, 19 June). *Case studies for implementing a succession planning program in the federal government*. Conducted a one-hour webinar for ARK.
- Rothwell, W. (2014, 18 June). *Engagement: Part of a robust talent management strategy to address the challenges facing people in higher education*. Conducted a 90-minute concurrent session for the internal faculty conference of the City Universities of New York (CUNY) at John Jay College in New York, NY.
- Rothwell, W. (2014, 18 June). *The future of human resources in higher education: Future challenges and opportunities in higher education: What they mean for human resources*. Conducted a 1-hour invited keynote for the internal faculty conference of the City Universities of New York (CUNY) at John Jay College in New York, NY.
- Rothwell, W. (2014, 11 June). *What's new in talent management and succession planning?* Conducted a 1-hour invited keynote at the HR Executive Summit 2014 in Shanghai, China.
- Rothwell, W. (2014, 7-9 June). *Succession planning and talent management*. Conducted a 3-day workshop in Beijing, China.
- Rothwell, W. (2014, 2-4 June). *Transformational leadership and change management*. Conducted a 3-day workshop in Lagos, Nigeria.
- Rothwell, W. (2014, 29 May). *Building competencies in change management*. Conducted a 2.5-hour in-house workshop for Ericsson China in Beijing, China.
- Rothwell, W. (2014, 26-28 May). *Change management and organization development*. Conducted a 3-day workshop in Beijing, China.
- Rothwell, W. (2014, 25 May). *Evaluating results*. Conducted a 2-hour program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2014, 25 May). *Measuring performance*. Conducted a 2-hour program as part of the 5 day program on Human Performance Consulting in Beijing, China.

- Rothwell, W. (2014, 25 May). *Selecting and implementing interventions*. Conducted a 2-hour program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2014, 24 May). *Conducting performance analysis and cause analysis*. Conducted a 1-day program as part of the 3 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2014, 23 May). *Introducing performance consulting*. Conducted a 1-day program as part of the 3 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2014, 23 May). *Overview: Beyond training: Transforming training to unleash the full power of human performance*. Conducted a 30-minute overview to the 3 day program on Human Performance Consulting in Beijing.
- Rothwell, W., & Alexander, J. (2014, 9 May). *Critical success factors for succession planning in the federal government*. Conducted a one-hour webinar for ARK.
- Rothwell, W., and Zaballero, A. (2014, 8 May). *What leaders do every day to build talent*. Conducted a ½-day workshop at the Management & Leadership Conference in Huntingdon, PA.
- Naughton, J., & Rothwell, W. (2014, 4 May). *Developing talent: Applying competency models in your organization*. Conducted a 75-minute concurrent session at the ASTD International Conference and Exposition in Washington, DC.
- Rothwell, W. (2014, 3 May). *Developing and using applicable and practical competencies in training and development*. Conducted a 1-day workshop at the ASTD International Conference and Exposition in Washington, DC.
- Derven, M., & Rothwell, W. (2014, 30 April). *Obtaining buy-in: Implementing competency models for high performance*. Conducted a one-hour webinar for ASTD.
- Zaballero, A., & Rothwell, W. (2014, 23 April). *Tools for succession planning*. Conducted a one-hour session in Chicago, IL for the Electrical Utility Conference.
- Rothwell, W., & Alexander, J. (2014, 17 April). *Succession & transition planning strategies for the public sector: Succession planning in the federal government: The big picture*. Conducted a one-hour webinar for ARK for 1,000 people.
- Rothwell, W. (2014, 7-9 April). *Achieving key performance indicators through human performance improvement*. Conducted a 3-day workshop in Kuala Lumpur, Malaysia.
- Jones, M., & Rothwell, W. (2014, 31 March). *Tactical talent management: Seeing the plan through every level*. Conducted a 4-hour presentation at the TMA Assessing and Developing High Potentials conference in Atlanta, GA.
- Rothwell, W. (2014, 26 March). *Talent management & succession planning workshop*. Conducted a one-day workshop on the Penn State Harrisburg campus.
- Rothwell, W. (2014, 25 March). *Rewarding people for employee referrals of high potentials*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W. (2014, 25 March). *Succession planning in government*. Conducted a one hour presentation for the Training Directors of the Commonwealth of Pennsylvania in Harrisburg, PA.
- Rothwell, W., Zaballero, L., Park, J., Jones, M., & Chae, C. (2014, 21 March). *Skillgrid/Skillstick evaluation*. Conducted a 90-minute webinar.
- Rothwell, W. (2014, 5-7 March). *Understanding competency modeling: Workshop 1*. Conducted a 3-day workshop for Petro Vietnam in Ho Chi Minh City, Vietnam.



- Rothwell, W. (2014, 21 February). *Secrets of successful competency work: Using the ASTD competency model to competitive advantage*. Conducted a 4-hour webinar with Brazil.
- Rothwell, W. (2014, 12 February). *Developing technical succession plans*. Conducted a 165-minute session at the PLS Conference “Managing the human capital challenge: a strategic approach to organizational performance” in Scottsdale, Arizona.
- Rothwell, W. (2014, 12 February). *Analyzing strategic workforce requirements*. Conducted a 165-minute session at the PLS Conference “Managing the human capital challenge: a strategic approach to organizational performance” in Scottsdale, Arizona.
- Rothwell, W., & Jackson, R. (2014, 30 January). *The ASTD competency study: Training & development redefined*. Conducted a 1-hour webinar for the Central Pennsylvania Chapter of ASTD in Harrisburg, PA.
- Rothwell, W. (2014, 7 January). *Integrating career planning and succession management*. Conducted a 2-hour online review session with Mexico City, Mexico.
- Rothwell, W. (2013, 21-22 December). *Talent management, competency modeling and succession management*. Conducted a 2-day program at Shanghai JiaoTong University in Shanghai, China.
- Rothwell, W. (2013, 19-20 December). *Introducing organization development and change management*. Conducted a 2-day program at Shanghai JiaoTong University in Shanghai, China.
- Rothwell, W. (2013, 15-17 December). *Talent management, competency modeling and succession management*. Conducted a 3-day workshop in Beijing, China.
- Rothwell, W. (2013, 11 & 12 December). *Integrating career planning and succession management*. Conducted a 2-day workshop in Mexico City, Mexico.
- Rothwell, W. (2013, 22 November). *Evaluating results*. Conducted a 1/2-day program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2013, 22 November). *Measuring performance*. Conducted a 1/2-day program as part of the 5 day program on Human Performance Consulting in Beijing, China.
- Rothwell, W. (2013, 21 November). *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, 19 & 20 November). *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, 18 November). *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, 18 November). *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, 17 November). *CEO learning saloon: The world's leading organization training system and the latest training methods*. Conducted a 90-minute presentation to Chief Executive Officers at Renmin University, Beijing, China.
- Rothwell, W. (2013, 17 November). *Leadership development and people development: How to understand, meet and exceed the CEO's expectations*. Conducted a 90-minute presentation to Chief Executive Officers at Renmin University, Beijing, China.

- Rothwell, W. (2013, 2 November). *The strategic development of talent: The 9 generations of the training and development field*. Conducted a ½-day workshop at the Rochester Institute of Technology in Rochester, NY.
- Rothwell, W. (2013, 31 October). *Effective job rotation programs: Development and implementation*. Conducted a 90-minute webinar for Lorman, Inc.
- Rothwell, W., & Conrad, S. (2013, 30 October). *Optimizing your succession plan*. Conducted a 1-hour webinar for International Quality and Productivity Center.
- Rothwell, W., & Conrad, S. (2013, 29 October). *Optimizing your succession plan*. Conducted a 1-hour webinar for Halogen Software.
- Rothwell, W. (2013, 11 October). *The future of human resource development in the public sector*. Conducted a 1-hour invited keynote presentation for the Korean Institute for Public Administration (KIPA) at the Gwacheon Government complex in Seoul, Korea.
- Rothwell, W. (2013, 10 & 11 October). *Organization development and change management: The basics and the advanced*. Conducted a 1.5-day workshop for the Korean Management Association (KMA) in Seoul, Korea.
- Rothwell, W. (2013, 9 October). *What is human performance improvement and performance consulting?* Conducted a 90-minute in-house presentation at Samsung University in Seoul, Korea.
- Rothwell, W. (2013, 9 October). *Becoming a better HRD professional*. Conducted a 90-minute in-house presentation at Samsung University in Seoul, Korea.
- Rothwell, W. (2013, 7 October). *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 Muscat, Oman.
- Rothwell, W. (2013, 7 October). *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 Muscat, Oman..
- Rothwell, W. (2013, 7 October). *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 Muscat, Oman..
- Rothwell, W. (2013, 6 October). *Applying competency-based human resource management: Workshop 1: Identifying competencies*. Conducted a 1-day public workshop for the Singapore Institute of Management in Muscat, Oman..
- Rothwell, W. (2013, October 2). *Research on the new ASTD competency study*. Conducted a 30-minute webinar with the Golden Gate Chapter of ASTD in San Francisco.
- Rothwell, W. (2013, October 1). *Talent management and succession planning workshop*. Conducted a one-day workshop on the Capitol campus of Penn State University in Middletown, PA.
- Rothwell, W., & Sullivan, R. (2013, September 27). *Accelerated talent management: Utilizing whole system transformation methodology*. Conducted a 60-minute webinar for Best Practices Institute.
- Rothwell, W. (2013, September 25). *Building talent: Applying the ASTD competency model in your organization*. Conducted a 60-minute webinar for the American Society for Training and Development. Archived at: <http://webcasts.astd.org/webinar/817>
- Rothwell, W. (2013, September 19). *Accelerated talent management*. A radio show interview recorded on the internet radio show Encarta at <http://www.enclaria.com/2013/09/19/interview-supporting-change-with-accelerated-talent-management/>

- 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/ASTDPres/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](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 KPI s 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 KPI s 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 KPI s 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 KPI s 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 KPI s 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 KPI s 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 ½-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 ½-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 Stater 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

- Stater 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 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 Stater.
- 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 Trainers 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 State 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.* [Xeujun 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**

**2023 Thomas F. Gilbert Distinguished Professional Achievement Award Nominee,**  
 International Society for Performance Improvement. *See the award criteria here:*  
<https://ispi.org/page/TFGAward#:~:text=PROFESSIONAL%20ACHIEVEMENT%20AWARD,->

[To%20nominate%2C%20please&text=Purpose%3A%20To%20recognize%20outstanding%20and,self%2Dnominations%20for%20this%20award.&text=Recognized%20by%20professional%20organizations%20related,as%20ISPI%2C%20ASTD%2C%20etc.](#)

**2023 Alumni Achievement Award Nominee, University of Illinois at Springfield Alumni Society.** *See the award criteria here:* <https://www.uis.edu/alumni/alumni-awards-recognition/alumni-achievement-award>

**2023 Alumni Achievement Award Nominee, Illinois State University Alumni Society.** *See the award criteria here:* <https://alumni.illinoisstate.edu/association/awards/achievement/>

**2023 Honorary Doctor of Humanities (Hon. LHD) Nominee, Bethlehem University, Bethlehem, Palestine.**

**2023 Honorary Doctor of Business Administration (Hon. DBA) Nominee, University of Toledo, Toledo, OH.**

**2022 Honorary Doctor of Business Administration (Hon. DBA), Alliance International University, Willemstad, Curaçao, Dutch Caribbean**

**2022 Lifetime Achievement Award from the Organization Development Network [ODNetwork].** *See the award criteria here:* <https://www.odnetwork.org/general/custom.asp?page=LifetimeAchievement#:~:text=Award%20Criteria&text=Writing%2C%20speaking%2C%20teaching%2C%20and,of%20D%20brings%20to%20organization>

*See the ceremony video here:* <https://youtu.be/VnzB414QkU4>

**2022 Global Lifetime Achievement Award from Penn State University.** *See the award criteria here:*

<https://forms.office.com/pages/responsepage.aspx?id=RY30fNs9iUOpwcEVUm61LgMRxYxM6hFAvlyxEiwOwt9UOU9BNFNWNldOODBYTTcyNlpaMTIJRVdTRy4u>

**Distinguished Professor, 2022, Penn State University.** *See criteria here:*

<https://policy.psu.edu/policies/ac10>

**Long Service Award (25 years), 2018, Penn State University.** *See criteria here:*

<https://policy.psu.edu/policies/hr49>

**Best Global Training and Development Leadership Award, 2016, from the World HRD Congress, India.**

**Distinguished Researcher Award for 2016, College of Education, The Pennsylvania State University, Awarded by the College of Education.**

**Distinguished Alum, University of Illinois at Urbana-Champaign, College of Education, 2016.** [Awarded twice over 2 years but William J. Rothwell was unable to collect it.]

**HR Leaders Worldwide Lifetime Achievers Award,** awarded by the HR Leaders Worldwide Community [Facebook organization] in 2020.

**International Personality Brandlaureate Award 2014,** Awarded by The Brandlaureate.

See: <http://www.thebrandlaureate.com/2011/bp-menu.html>.

**Outstanding Article of the Year 2013,** Sullivan, R., Rothwell, W., & Balasi, M. (2013). Organization development (OD) and change management (CM): Whole system transformation. *Development and Learning in Organizations*, 27(6), 18-23.

**Letter of Admission, Special Award for Academic Excellence,** Renmin University, Beijing, China, 2013.

**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>
- Visiting Professor**, Overseas College, Shanghai Jiao Tong University, Shanghai, China in 2007-2017.
- 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 on 7 July 2000 in a special ceremony to William J. Rothwell at Nankai University in Tianjin, China for his work in China.
- Special Award for Teaching**, Guanghua School of Management, Peking University, in 2000. [The Dean of the School of Management gave Rothwell a special handcarved wooden plaque of Sun-Tzu's *Art of War*.]
- 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., Ealy, P., Campbell, J., & Zaballero, A. (2022). *A proposal for diversity, equity and inclusion training*. Submitted a proposal to the Tri-County Workforce Investment Board in Butler, PA for \$69,000 or \$53,000 (two choices for the budget based on ownership of intellectual property).

Rothwell, W., Jones, M., Park, J., & Zaballero, A. (2021, January 22). Human resource project proposal. Submitted a proposal to the District for \$131,250.

Rothwell, W., Jones, M., & Zaballero, A. (2020, December 17). *A proposal to create a guide for succession planning*. Submitted a proposal to Alpha Plus in Toronto, ONT for \$6,125.

Rothwell, W., Jones, M., & Zaballero, A. (2020, December 11). A proposal for executive career development. Submitted a proposal to KIPP in San Francisco, CA for \$112,500.

Rothwell, W., Jones, M., & Zaballero, A. (2020, December 7). Response to request for information (RFI) to the General Board of Higher Education and Ministry of the United Methodist Church. Submitted to the Methodist Church for \$90,000.

Rothwell, W., Jones, M., & Zaballero, A. (2020, November 18). *A proposal for succession planning/replacement planning*. Submitted a proposal to Hospice Austin in Austin, TX for \$25,000.

Rothwell, W., Jones, M., & Zaballero, A. (2020, October 19). *A proposal for CEO appraisal review process and board of directors self-evaluation*. Submitted to the Allegheny Electric Cooperative, Inc. for \$40,000.

Rothwell, W., Jones, M., Park, J., & Zaballero, A. (2019, December 12). *Project proposal for CEO selection process*. Submitted to the Foxdale Village Board of Directors for \$20,000.

- Rothwell, W., Jones, M., Park, J., & Zaballero, A. (2017, July 24). *Proposal: Performance management system [at] Foxdale Village*. Submitted a proposal to Foxdale Village in State College, PA for \$19,650.
- Riley, D. et al. (including Rothwell, W.) (2014). *Engineering research*. Filed for \$15,000 on May 9, 2014 with the Dept. of Energy.
- 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/odc/>]. 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***

- Aljohani, M. (2018). *Work engagement as mediator in the relationship between job resources and employees' turnover intention among nursing practitioners in Saudi Arabi*. Unpublished doctoral dissertation. Co-chaired with J. Kolb. University Park, PA: The Pennsylvania State University.

- Alkhalaf, A. (2016). *Identifying employee engagement factors in the oil and energy industry in Saudi Arabia*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Almaeini, F. (2021). *A qualitative exploration of manager-subordinate relationships at Abu Dhabi police*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Alsadah, Z. (2017). *The relationship between the quality of nurses' work life and nurses' work engagement*. Co-chaired with Judith Kolb. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Alshebl, I. (2022). *Transformational leadership and turnover intention in Saudi banking sector: a moderated mediation model of work engagement and workload*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Alzhami, R. (2015). *Managers' perceptions of strategic workforce planning and organizational alignment: A single case analysis*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Anderson, C. (2017). *How does organizational structure influence collaborative learning and integrated services in the non-academic department of human resources in three different types of universities in central Pennsylvania: A multiple case study*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- 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.
- Arman, A. (2020). *An investigation of faculty motivation and turnover intention in the Sudanese public higher education institutions by using the self-determination theory*. 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.
- Bakhshandeh, B. (2021). *Perception of 21<sup>st</sup> century 4cs (critical thinking, communication, creativity & collaboration) skill gap in private-sector employers in Lackawanna county, Northeast Pennsylvania*. 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.]
- Benkowski, J. A. (1997). *The relationship between the implementation of high-performance workplace practices and unionized companies: A survey of Wisconsin firms*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.

- 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.
- Binsiddiq, Y. (2015). *Current and future perceived importance of training and development competencies in selected areas identified by Saudi practitioners*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Campbell, J. (2022). *Identifying diversity key success factors in the workplace: A review of best workplace diversity practices that can prevent diversity crises in organizations*. 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.
- Corby, M. (2014). *The relationship between the leadership development of women university administrators and participation in an administrative fellows program*. 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.
- Evanovski, D. (2017). *A quantitative study of the relationship between transformational and transactional leadership styles and factors of work engagement*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Farzam, L. (2021). *A quantitative investigation of millennials' perceptions of employee engagement and retention elements in the u.s. consulting industry*. [Co-directed with Wesley Donahue.] 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.
- Feenstra, D. (2014). *The shared perceptions of executive coaching as shared by four executives in central Pennsylvania*. 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.
- Fu, I. (2016). *The role of instructional design in competency-based education in the United States: A qualitative inquiry in three higher education institutions*. 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.]
- Handley, M. (2017). *An interpersonal behavioral framework for early-career engineers demonstrating engineering leadership characteristics across three engineering companies*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Haynes, C. (2015). *The roles of indigenous tour guides in providing authentic experience on guided tours in the Caribbean*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- 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.
- Imroz, S. (2016). *A qualitative case study identifying metrics for ITIL request fulfillment process to create executive dashboards: Perspectives of an information technology service provider group*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Jackson, R. (2019). *The moderating role of a hopeful career state and the mediating role of work engagement in the relationship between job demands and turnover intentions of hotel front office employees in the United States*. Co-chaired dissertation with Hyung Joon Yoon. 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, M. (2014). *Crisis leadership characteristics of healthcare CEOs at three U.S. hospitals*. 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.
- Kashyap, S. (2014). *A case study to examine institutional factors facilitating and inhibiting faculty preparation for teaching in an online MBA program*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Khadhuri, J. (2017). *An examination of the predictors of work engagement of the healthcare workforce in Oman and the UAE*. Co-chaired with Judith Kolb. Unpublished doctoral dissertation. University Park, PA: 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.
- Ketchum, B. (2022). *Factors for successful adoption of appreciative inquiry*. Co-chair of this committee with H. Joon Yoon. Unpublished doctoral dissertation. University Park, PA: 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.
- Kim, T. (2014). *Impacts of long-term learning interventions on organizational human capital and performance in the Korean business context*. 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.
- Lee, J. (2018). *Korean knowledge workers' job autonomy and workplace outcomes: The role of job crafting and leader-member exchange quality*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Lee, J. (2022). *Development and validation of informal learning instrument for knowledge workers in the United States*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Lee, M. (2022). *Effective telecommuting for working mothers with young children in the United Nations system during the covid-19 pandemic*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Lee, Y. (2018). *The moderating effect of chronic job discrimination on the relationship between job demands, job resources, personal resources, and psychological well-being of aged workers in the United States*. 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.



- Marcinkevage, C. (2020). *Critical success factors of constituent relationship management (CRM) strategy in a higher education institution*. 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, J. (2018). *Shared leadership in project teams: A qualitative examination of theoretical themes, antecedents, and outcomes*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Park, M. (2015). *Relationship of change readiness and work engagement in manufacturing organizations in South-Central Pennsylvania*. 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.
- Pham, L. (2022). *High-performance work systems and employees' creativity in Vietnam: The role of employees' creative self-efficacy and organizational contexts*. 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.
- Raup, M. (2020). *A phenomenological study of the influence of teambuilding activities on employee engagement. Co-chaired the dissertation*. 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.
- Saul, M. (2016). *A case study of self-identified leaders: Implications for high-potential development programs and practices*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University. [Finalist for dissertation of the year award by the University Council.]
- 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. (2013). *Development of business standards for improving service quality for consumers with disabilities within the U.S. service industry sector: A modified Delphi study*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University. [Tammy Smith]
- 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. [Terri Freeman Smith]
- 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.
- Su, Nai-Fen. (2016). *A qualitative study to identify corporate recruiters' competencies in working with individuals with disabilities in the United States*. 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.
- Thomas, T. (2022). *Investigating helping and hindering factors that influenced seven black/African American women's decisions to pursue mathematics degrees in the United States*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Troiani, K. (2022). *A qualitative instrumental case study within the Pennsylvania state system of higher education: Exploring working mother professors' challenges, coping strategies, and support*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Tsai, H. (2021). *Tactics, strategies, tools, and supports utilized by successful immigrant entrepreneurs in silicon valley: A hope-action theory perspective*. Unpublished Ph.D. dissertation. Co-chaired the committee with Hyung Joon Yoon. 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}
- Webb, J. (2021). *A phenomenological study of the leadership experiences of private liberal arts college presidents throughout the commonwealth of Pennsylvania*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Welliver, M. (2017). *Sales manager perceptions of employer branding strategies for entry-level salesperson recruitment in select business-to-business companies*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.

- 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.
- Xue, Y. (2014). *Talent management practices of selected human resource professionals in middle to large-size manufacturing multinational companies in China*. 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.
- Zaballero, A. (2019). *Factors that influence the migration flow of filipino nurses in North America and in the Middle East*. Unpublished Ph.D. dissertation. William J. Rothwell co-chaired with Ladi Semali. 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.
- Alsaqri, A. (2018). *An investigation of the performance measurement system and the employees' performance appraisal: Case study of Abu Dhabi police*. Unpublished DBA dissertation. Dubai: United Arab Emirates University.
- Argondizza, T. (2016). *Learning among instructional designers in the Penn State yammer group PSU learning designers*. 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.
- Bosworth, R. (2015). *Implementation of a grow-your-own leadership development program in the middle atlantic and texas community colleges*. 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.
- Collier, T. (2022). *K-12 educators' perceptions of the factors associated with successful interorganizational collaboration: A phenomenological approach*. 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.
- Frisque, D. (2005). *Ethics training: An examination of affective attitudes, knowledge, and ability to solve ethical dilemmas among office professionals*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Grouse, P. (2011). *Examining the lessons learned from linking meaningful experience, the inner-self, and career decision-making: A qualitative grounded theory of mid-career professionals*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Hayes, E. (2003). *The relationship between selected factors and leaver status (attrition) of postsecondary engineering-related technology students*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.

- Hyde, W. (2006). *Determining differences between traditionally trained and nontraditionally trained career and technical education teachers in Central Pennsylvania*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Jackson, B. (2000). *A survey of team-related practices in Pennsylvania industry-training consortia*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Jeon, K. (2011). *The relationship of organization performance and spiritual leadership, workplace spirituality, and learning organization culture in the Korean context*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Jin, S. (2007). *Experiences of women in non-traditional occupations in a university setting: implications for career development*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Kwon, K. (2017). *HRD investment and financial performance in Korean companies*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Kim, J. (2011). *The relationship among leadership style, organizational culture and the learning organization: The moderating effects of organizational culture at the middle management level*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Kim, W. (2014). *An examination of work engagement in selected major organizations in Korea: Its role as a mediator between antecedents and consequences*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Krauss, G. (2009). *Continuing professional education of insurance and risk management practitioners: A comparative case study*. Unpublished D.Ed. thesis. University Park, PA: The Pennsylvania State University.
- Krueger, J. (2007). *An exploration of methods used to plan for replacing talent in non-executive positions*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Lin, H. (2005). *The ethics of learning technology: Issues, coping strategies, and decision-making experienced by practitioners in design and training situations*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Lopes, T. (2006). *Differences in dimensions of career motivation between international and domestic graduate students by age and gender*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Lyimo, J. (1997). *Meeting the challenge of workplace diversity: An assessment of the job satisfaction of female faculty in selected colleges at the Pennsylvania State University*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Macko, P. (2018). *The influence of learning technologies on the roles of workplace learning and performance practitioners*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- MacTavish, M. (2007). *An examination of the dynamics of organizational culture, value-based leader identities, and behavior: One company's experience*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.

- Nyheim, P. (2012). *Factors that lead to environmentally sustainable practices in the restaurant industry: A qualitative analysis of two green restaurant innovators*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Owbridge, L. (2013). *Critical influences on succession management for non-commissioned ranks within Victoria police*. Unpublished doctoral dissertation. Monash university. Australia.
- Peters, K. (2004). *Factors influencing decisions to adopt web-based training by community college staff*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Recio, C. (2021). *Teachers' perceptions of the impact of educational reforms implemented by Abu Dhabi education council on teacher efficacy in Al Ain public schools*. Unpublished Ph.D. dissertation. Dubai, UAE: United Arab Emirates University.
- Shafer, R. (2005). *An analysis of high performance work skills among manufacturing workers in one Pennsylvania Metropolitan area*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Stines, A. (2002). *Identification of the competencies defining "best-in-class" business-to-business market managers in 2007 as perceived by a delphic panel of practitioners and educators*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Stup, R. (2006). *Human resource management, organizational commitment, and perceived organizational support in dairy farm businesses*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Tansuphasiri, D. (1999). *The relationships between perceived importance and implementation of skills and information workplace practices for managers and non-managers at IBM Thailand*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Ward, S. (2010). *An investigation of faculty influence on psychosocial variables affecting the persistence of African American students at a predominately white university*. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University.
- Yan, L. (2002). *The relationships between human resource management practices and perceptions of organizational performance based on 1996-1997 national organizations survey (nos) data*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Yan, Xiazhen. (2000). *Educational technology transfer and productivity: A case study of Motorola university and Chinese universities*. Unpublished Ph.D. dissertation. Reading, UK: Cambridge University and the University of Reading.
- Yousif, M. (2021). *Examining university stakeholders' perception of the implementation of internationalization in higher education institutions in the UAE*. Unpublished Ph.D. dissertation. Dubai: United Arab Emirates University.
- Zhu, J. (2005). *Question and feedback: Effects of direct manipulation and animation in facilitating student achievement on tests measuring different educational objectives*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.
- Zula, K. (2006). *The development and initial assessment of an instrument for human capital planning*. Unpublished doctoral dissertation. University Park, PA: The Pennsylvania State University.

***Master's Papers Supervised by William J. Rothwell***

- Alkhalaf, A. (2011). *Identifying appreciative inquiry practitioner's competencies*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Boggie, J. (2021). *Positioning the factors affecting employee turnover & retention in the hospitality industry*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Cameron, D. (2006). *A literature review of trust building methods in a virtual team environment*. Unpublished Master's paper. University Park: The Pennsylvania State University.
- Charles, G. (2014). *Work environment issues affecting the transfer of training to the workplace: A review of literature*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Covington, M. (1996). *The role of mentoring in the 21st century workplace: A review of the literature with implications for trainers, human resource development (HRD) professionals and organizational leaders*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- DiPasquale, D. (1999). *Exploring skill standards identified by the national coalition for advanced manufacturing and their relationship to workforce training and development: A review of the literature*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Felix, A. (1994). *Matching evaluation methods to learning outcomes and evaluation levels: A review of the literature*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Harford, J. (1995). *A training needs assessment for food service directors and assistant/associate directors of the national association of college and university food services*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Healey, K. (2022). *Generation-based voluntary turnover and the need for specialized retention strategies coming out of the pandemic world*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Kim, J. (2007). *Examining the effectiveness of competency-based training interventions for newly-hired employees: A case study of Samsung in South Korea*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Leve, B. (2017). *Private pilot flight instructor competencies: A literature review*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Loop, E. (1996). *A study of community leadership training in Centre County, PA: Observations of three year's past participants*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Markus, H. (1995). *An occupational analysis of the role performed by the entry-level trainer in central Pennsylvania manufacturing firms*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Michael, L. (1996). *A study of training needs of central Pennsylvania manufacturing companies*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Patterson, D. (1993). *An organization development intervention to improve safety and health practices in the workplace: The XYZ company case study*. Unpublished



- M. S. paper. University Park: The Pennsylvania State University.
- Stopper, A. (2009). *How the learning preferences of a generationally diverse workforce will affect client expectations for executive education*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Weaver, K. (1993). *Using the focus group for gathering qualitative data in business and industry: a literature review with implications for trainers and human resource professionals*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Wolfhope, K. (2010). *Employee engagement: Examining the factors involved*. Unpublished M. S. paper. University Park: The Pennsylvania State University.
- Yan, L. (2001). *A literature review on organizational learning and learning organizations*. Unpublished M. S. paper. University Park: The Pennsylvania State University.

### ***Master's Papers Reviewed***

- Alsadah, Z. (2011). *Cultural diversity in the workplace: Exploring the challenges of communication and harmony*. Unpublished M.S. paper. University Park: The Pennsylvania State University.
- Foster, S. (2007). *Health literacy: A new employee orientation for healthcare providers*. Unpublished M.S. paper. University Park: The Pennsylvania State University.
- Gouse, P. (2007). *A review of appreciative inquiry: Related literature*. Unpublished M.S. paper. University Park: The Pennsylvania State University.
- Guyer, S. (2003). *Factors affecting e-learning adoption: Learner and instructor perspectives*. Unpublished M.S. paper. University Park: The Pennsylvania State University.
- Herrman, C. (2010). *Exploring organizational values: A study at the association for the blind and visually impaired (abvi) - goodwill industries of greater Rochester, Inc*. Unpublished M.S. paper. Rochester, NY: St. John Fisher College.
- Kim, M. (2005). *A review of literature related to the impact of cooperative education on students' academic achievement*. Unpublished M.S. paper. University Park: The Pennsylvania State University.
- Lupia, J. (2005). *A history of training*. Unpublished M.S. paper. University Park: The Pennsylvania State University.
- Rogers, A. (2004). *Newcomers' perceptions of their workplace orientation experiences*. Unpublished M.S. paper. University Park: The Pennsylvania State University.
- Richard, E. (2004). *An analysis of secondary education choices made by middle school students: The decision to attend a comprehensive vocational high school*. Unpublished M.S. paper. University Park: The Pennsylvania State University.
- Song, J. (2005). *A preliminary study of the competencies and roles of workplace learning and performance and human resource development professionals in business organizations in Korea*. Unpublished M.S. paper. University Park: The Pennsylvania State University.
- Wang, C. (2016). *The relationship between instructional media and learning: Performance based on electroencephalogram*. A Master's Thesis for the Industrial and Manufacturing Engineering Department at The Pennsylvania State University. University Park: The Pennsylvania State University.

### ***Master's Examinations Reviewed***

- Covino, J. (2003). Reviewed M.Ed. comprehensive examination.
- Williams, D. L. (2003). Reviewed M.Ed. comprehensive examination.
- Kari, M. (2010). *Examining the under-representation of women in the information technology field*. Unpublished M.S. paper. University Park: The Pennsylvania State University.
- Shivanker, S. (2012). *An examination of the applications of operations research in workforce planning*. Unpublished M.S. paper. University Park: The Pennsylvania State University.

### ***External Reviewer***

- Ausburn, L. (2011). Served as external reviewer for Oklahoma State University in determining promotion of the candidate to full professor.
- Tien, B. (2004). *Evolving the concept of team learning circle in developing managers through action learning: An action research study*. Served as external reviewer for the International School of Business, University of South Australia.

## **Publications**

### ***Books***

- Rothwell, W., Bakhshandeh, B., & Zaballero, A. (2023, in press). *Successful supervisory leadership: Exerting positive influence while leading people*. Boca Raton, FL: Routledge.
- Rothwell, W., & Bakhshandeh, B., & Imroz, S. (Eds.). (2023, in press). *Transformational coaching for effective leadership: Creating sustainable change through shifting paradigms*. Boca Raton, FL: Routledge.
- Rothwell, W., & Zion, J. (2023, in press). *Winning the talent wars through neurodiversity: Getting the greatest value from a traditionally overlooked resource*. London: Taylor & Francis.
- Rothwell, W. & Prescott, R. (Eds.) (2022). *Succession planning for small and family businesses: Navigating successful transitions*. Boca Raton, FL: Routledge.
- Rothwell, W., & Bakhshandeh, B., & Imroz, S. (2022). *High performance coaching for managers: A step-by-step approach to increase employees' performance and productivity*. Boca Raton, FL: Routledge.
- Rothwell, W., Ealy, P., & Campbell, J. (Eds.). (2022). *Rethinking organizational diversity, equity, and inclusion: A step-by-step guide for facilitating effective change*. Boca Raton, FL: Routledge. [See also the editors' video archive about the book here: <https://www.youtube.com/channel/UCC8Y8-YVvHw594266MyJaZw>]
- Rothwell, W., Imroz, S., & Bakhshandeh, B. (Eds.). (2021). *Organization development(OD) interventions: Executing effective organizational change*. New York: Routledge.
- Rothwell, W., & Park, C. (Eds.). (2021). *Virtual coaching to improve group relationships: Process consultation reimaged*. New York: Routledge.
- Rothwell, W. (2020). *Adult learning basics*. 2<sup>nd</sup> ed. Alexandria, VA: Association for Talent Development (ATD).

- Dubois, D., & Rothwell, W. (2020). *Competency-based human resource management*. Arabic translation. Cairo, Egypt: MEC-Professional Management Expertise Center.
- Carasco-Saul, M., & Rothwell, W. (2020). *The essential HR guide for small businesses and startups*. Arlington, VA: Society for Human Resource Management.
- Rothwell, W., Williams, S., & Zaballero, A. (2020). *Increasing learning & development's impact through accreditation: How to drive-up training quality, employee satisfaction and ROI in workplace learning and development*. London: Palgrave.
- Rothwell, W., Gerity, P., & Carraway, V. (Eds.). (2020). *Workforce development: Guidelines for community college professionals*. 2<sup>nd</sup> ed. Lanham, MD: Rowman-Littlefield.
- Gliddon, D., & Rothwell, W. (2018). (Eds.). *Innovation leadership*. New York: Routledge.
- Rothwell, W., King, S., & Hohne, C. (2018). *Human performance improvement: Building practitioner competence*. 3<sup>rd</sup> ed. London: Routledge.
- Rothwell, W., Zaballero, A., & Park, J. (Eds.). (2017). *Optimizing talent in the federal workforce*. Rev ed. San Francisco: Berrett-Koehler.
- Rothwell, W. (2017). *Adult learning basics*. Japanese transl. Nobuaki Shimamura. Tokyo: Human Value Press.
- Rothwell, W., & Jones, M. (Eds.). (2017). *Evaluating organization development: How to ensure and sustain the successful transformation*. London: CRC Press.
- Rothwell, W., Park, J., & Lee, J. (Eds.). (2017). *Marketing organization development consulting: A how-to guide for OD consultants*. London: CRC Press.
- Rothwell, W., Stopper, A., & Myers, J. (Eds.) (2017). *Assessment and diagnosis for organization development: Powerful tools and perspectives for the OD practitioner*. London: CRC Press.
- Rothwell, W., Gerity, P., & Carraway, V. (Eds.). (2017). *Community college leaders on workforce development*. Lanham, MD: Rowman & Littlefield.
- Arneson, J., Rothwell, W., & Naughton, J. (2017). *ASTD competency study: The training and development profession revisited*. Arabic translation. Dubai, United Arab Emirates.
- Rothwell, W., Alzahmi, R., Baumgardner, C., Buchko, O., Kim, W., Myers, J., & Sherwani, N. (2017). *Creating engaged employees: It's worth the investment*. Arabic translation. Dubai, United Arab Emirates.
- Rothwell, W., & Chee, P. (2016). *Becoming an effective mentoring leader: Proven strategies for building excellence in your organization*. Chinese translation. Beijing: Publishing house of the electronics industry.
- Rothwell, W. & Graber, J. (2016). *Competency-based training basics: A complete how-to guide*. Japanese translation. Tokyo: Human Value Co., Ltd.
- Rothwell, W., Vogelsang, J., Stavros, J., & Sullivan, R. (2016). (Eds.). *Organization development in practice*. Washington, DC: Organization Development Network.
- Rothwell, W., Benschoter, B., King, M., & King, S. (2016). *Mastering the instructional design process: A systematic approach*. 5<sup>th</sup> ed. New York: Wiley.
- Dubois, D., & Rothwell, W. (2016). *Competency-based human resource management*. Korean translation. Seoul: PMI.
- Rothwell, W., Stopper, A., & Zaballero, A. (2015). *Building a talent development structure without borders*. Alexandria, VA: ATD Press.
- Rothwell, W. (2015). *Effective succession planning: Ensuring leadership continuity and building talent from within*. 5<sup>th</sup> ed. New York: Amacom.

- Rothwell, W. (2015). *Beyond training and development*. Chinese language translation. Fuzhou, China: Lujiang Publishing House.
- Rothwell, W., Stavros, J., & Sullivan, R. (Eds.). (2015). *Practicing organization development: Leading transformation and change*, 4<sup>th</sup> ed. New York: Wiley.
- Rothwell, W., Chee, P., & Ooi, J. (2015). *The leader's daily role in talent management: Maximizing results, engagement and retention*. Singapore: McGraw-Hill Education Asia Collection.
- Rothwell, W. (2015). *Beyond training and development: Enhancing human performance through a measurable focus on business impact*. 3<sup>rd</sup> ed. Amherst, MA: HRD Press.
- Rothwell, W., Jackson, R., Ressler, C., & Jones, M. (2015). *Career planning and succession management: Developing your organization's talent for today and tomorrow*. Santa Barbara, CA: Praeger.
- Rothwell, W. (Ed.). (2015). *Organization development fundamentals: Managing strategic change*. Alexandria, VA: ATD Press.
- Rothwell, W., Graber, J., Dubois, D., Zaballero, A., Haynes, C., Alkhalaf, A., & Sager, S. (2015). *The competency toolkit*. 2<sup>nd</sup> ed. 2 vols. Amherst, MA: HRD Press.
- Rothwell, W., Alzahmi, R., Baumgardner, C., Buchko, O., Kim, W., Myers, J., & Sherwani, N. (2014). *Creating engaged employees: It's worth the investment*. Alexandria, VA: ASTD Press.
- Rothwell, W., & Chee, P. (2014). *The leader's daily role in talent management: Maximizing results, engagement and retention*. Kuala Lumpur: Institute for Training and Development.
- Rothwell, W., Zaballero, A., & Park, J. (Eds.). (2014). *Optimizing talent in the federal workforce*. Washington, DC: Management Concepts.
- Rothwell, W., Hohne, C., & King, S. (2014). *Human performance improvement: Building practitioner performance*. Korean translation. Seoul: Hakjisa.
- Rothwell, W., Jones, M., Kirby, M. & Loomis, F. (2014). (Eds.). *Talent management: A step-by-action-oriented guide based on best practice*. Arabic translation. Dubai, United Arab Emirates.
- Rothwell, W., Benschoter, B., Park, T., Woocheol, B., & Zaballero, A. (2014). *Performance consulting: Applying performance improvement in human resource development*. New York: John Wiley.
- Rothwell, W. (2013). *Effective succession planning: Ensuring leadership continuity and building talent from within*. Chinese translation. Beijing: Training Magazine.
- Arneson, J., Rothwell, W., & Naughton, J. (2013). *ASTD competency study: The training and development profession revisited*. Alexandria, VA: ASTD Press.
- Rothwell, W., & Chee, P. (2013). *Becoming an effective mentoring leader: Proven strategies for building excellence in your organization*. New York: McGraw-Hill.
- Rothwell, W., Sterns, H., Spokus, D., and Reaser, J. (2013). *Working longer: New strategies for managing, training, and retaining older employees*. Delhi, India: BPI India Pvt. Ltd.
- Rothwell, W., Jones, M., Kirby, M. & Loomis, F. (2012). (Eds.). *Talent management: A step-by-action-oriented guide based on best practice*. Amherst, MA: HRD Press.
- Rothwell, W. (2012). (Exec. Ed.). *The encyclopedia of human resource management*. 3 vols. San Francisco: Pfeiffer & Co.

- Rothwell, W., Graber, J., & McCormick, N. (2012). *Lean but agile: Rethink workforce planning and gain a true competitive advantage*. New York: AMACOM.
- Rothwell, W. (2011). *Invaluable knowledge: Securing your company's technical expertise- Recruiting and retaining top talent, transferring technical knowledge, engaging high performers*. New York: Amacom.
- Rothwell, W., & Sensenig, K. (2011). *The sourcebook for self-directed learning*. Kindle edition. Amherst, MA: HRD Press.
- Rothwell, W. (2010). *The manager's guide to maximizing employee potential*. Vietnamese translation. Hanoi: Alphabooks.
- Rothwell, W. & Graber, J. (2010). *Competency-based training basics: A complete how-to guide*. Alexandria, VA: ASTD Press.
- Rothwell, W., Prescott, R., and Taylor, M. (2010). *Human resource transformation: Demonstrating strategic leadership in the face of future trends*. Vietnamese translation. Hanoi: Thaihabooks JSC.
- Rothwell, W. (2010). *Effective succession planning*. 4<sup>th</sup> ed. New York: AMACOM.
- Rothwell, W., Stavros, J., Sullivan, R., & Sullivan, A. (Eds.). (2010). *Practicing organization development: A guide for leading change*. 3<sup>rd</sup> ed. San Francisco: Pfeiffer.
- Rothwell, W. (2009). *The manager's guide to maximizing employee potential: Quick and easy strategies to develop talent every day*. New York: Amacom.
- Rothwell, W. (2009). *Effective succession planning*. 3<sup>rd</sup> ed. Korean translation. Seoul, Korea: PSI Consulting.
- Rothwell, W. (2008). *Basics of adult learning*. Alexandria, VA: ASTD Press.
- Rothwell, W., Alexander, J., and Bernhard, M. (Eds.). (2008). *Cases in government succession planning: Action-oriented strategies for public-sector human capital management, workforce planning, succession planning, and talent management*. Amherst, MA: Human Resource Development Press.
- Rothwell, W., and Kazanas, H. (2008). *Mastering the instructional design process: A systematic approach*. 4<sup>th</sup> ed. San Francisco: Pfeiffer & Co.
- Rothwell, W., Sterns, H., Spokus, D., and Reaser, J. (2008). *Working longer: New strategies for managing, training, and retaining older employees*. New York: Amacom.
- Rothwell, W., Jackson, R., Knight, S., Lindholm, J. with Wang, W., & Payne, T. (2008). *Career planning and succession management: Developing your organization's talent--for today and tomorrow*. Westport, CT: Greenwood Press/an imprint of Praeger. Chinese translation. Beijing: Peking University Press.
- Rothwell, W., and Gerity, P. (Eds.). (2008). *Cases in linking workforce development to economic development: Community college partnering for training, individual career planning, and community and economic development*. Washington: American Association of Community Colleges.
- Rothwell, W., Prescott, R., and Taylor, M. (2008). *Human resource transformation: Demonstrating strategic leadership in the face of future trends*. San Francisco: Davies-Black.
- Rothwell, W., Lindholm, J., & Wallick, W. (2007). *What CEOs expect from corporate training*. Chinese translation. Beijing: Peking University Press.
- Rothwell, W., Hohne, C., & King, S. (2007). *Human performance improvement: Building practitioner performance*. Chinese translation. Beijing: Peking University Press.

- Rothwell, W. (2007). *Beyond training and development: The groundbreaking classic on human performance enhancement*. Special edition for India. Mumbai: JAICO publishing.
- Rothwell, W., & Kazanas, H. (2007). *Mastering the instructional design process: A systematic approach*. 3<sup>rd</sup> ed. Chinese translation. Beijing: Peking University Press.
- Rothwell, W., Jackson, R., Knight, S., Lindholm, J. with Wang, W., & Payne, T. (2007). *Career planning and succession management: Developing your organization's talent--for today and tomorrow*. Westport, CT: Greenwood Press/an imprint of Praeger. Korean translation. Seoul: Expert Consulting (Achieveglobal).
- Rothwell, W., Hohne, C., & King, S. (2007). *Human performance improvement: Building practitioner performance*. 2<sup>nd</sup> ed. Boston: Butterworth-Heinemann (an imprint of Elsevier).
- Powers, B., & Rothwell, W. (2007). *Instructor excellence: Mastering the delivery of training*. 2<sup>nd</sup> ed. San Francisco: Pfeiffer.
- Rothwell, W., Lindholm, J., & Wallick, W. (2007). *What CEOs expect from corporate training*. Korean translation. Seoul:
- Dubois, D., & Rothwell, W. (2007). *Competency-based human resource management*. Chinese translation. Beijing: The People's University Press.
- Cecil, R. & Rothwell, W. (2007). *Next generation management development: The complete guide and resource*. San Francisco: Pfeiffer & Co.
- Rothwell, W., Butler, M., Maldonado, C., Hunt, D., Peters, K., Li, J., & Stern, J. (2006). *Handbook of training technology: An introductory guide to facilitating learning with technology -- from planning through evaluation*. San Francisco: Pfeiffer & Co.
- Rothwell, W., Prescott, R., & Taylor, M. (2005). *Strategic human resource leader: How to prepare your organization for the six key trends shaping the future*. Mumbai: Jaico Publishing House. [A reprinted edition]
- Rothwell, W. (2005). *Effective succession planning: Ensuring leadership continuity and building talent from within*. 3<sup>rd</sup> ed. New York: Amacom.
- Rothwell, W., Jackson, R., Knight, S., Lindholm, J. with Wang, W., & Payne, T. (2005). *Career planning and succession management: Developing your organization's talent--for today and tomorrow*. Westport, CT: Greenwood Press/an imprint of Praeger.
- Rothwell, W., & Sullivan, R. (Eds.). (2005). *Practicing organization development: A guide for consultants*. 2<sup>nd</sup> ed. San Francisco: Pfeiffer & Co.
- Rothwell, W., & Kazanas, H. (2005). *Strategic planning for human resources*. Mumbai, India: Jaico Publishing House.
- Rothwell, W., Donahue, W., and Park, J. (2005). *Creating in-house sales training and development programs*. [Translation.] Beijing: Publishing House of the Electronics Industry.
- Rothwell, W. (2005). *Beyond training and development: The groundbreaking classic*. 2<sup>nd</sup> ed. New York: Amacom.
- Bernthal, P., Colteryahn, K., Davis, P., Naughton, J., Rothwell, W., & Wellins, R. (2004). *Mapping the future: Shaping new workplace learning and performance competencies*. Alexandria, VA: The American Society for Training and Development.
- Rothwell, W., & Kazanas, H. (2004). *Improving on-the-job training: How to establish and operate a comprehensive OJT program*. 2<sup>nd</sup> ed. San Francisco: Pfeiffer and Company.
- Rothwell, W., Gerity, G., and Gaertner, E. (Eds.). (2004). *Linking training to performance: A*

- guide for workforce developers*. Washington: American Association of Community Colleges.
- Dubois, D., and Rothwell, W. (2004). *Competency-based human resource management*. Palo Alto, CA: Davies-Black Publishing.
- Dubois, D., & Rothwell, W. (2004). *Competency-based human resource management*. Polish translation. Warsaw.
- Rothwell, W., & Kazanas, H. (2003). *Mastering the instructional design process: A systematic approach*. 3rd ed. San Francisco: Jossey-Bass/Pfeiffer.
- Rothwell, W., & Kazanas, H. (2003). *The strategic development of talent*. Amherst, MA: Human Resource Development Press.
- Rothwell, W., Lindholm, J., & Wallick, W. (2003). *What CEOs expect from corporate training: Building workplace learning and performance initiatives that advance organizational goals*. New York: Amacom.
- Rothwell, W., & Kazanas, H. (2003). *Planning and managing human resources: Strategic planning for human resource management* (2nd ed.). Amherst, MA: HRD Press.
- Rothwell, W., Donahue, W., & Park, J. (2002). *Creating in-house sales training and development programs: A competency-based approach to building sales ability*. Westport, CT: Quorum Books.
- Rothwell, W. (2002). *The workplace learner: How to align training initiatives with individual learning competencies*. New York: Amacom.
- Rothwell, W., & Benkowski, J. (2002). *Building effective technical training: How to develop hard skills in organizations*. San Francisco: Jossey-Bass/Pfeiffer.
- Rothwell, W. (2002). *The action learning guidebook: A real-time strategy for problem solving, training design, and employee development*. Korean translation. Seoul: DaSan Sogo.
- Rothwell, W. (2001). *The manager and change leader*. Alexandria, VA: The American Society for Training and Development.
- Rothwell, W. (2000). *Effective succession planning: Ensuring leadership continuity and building talent from within* (2nd ed.). New York: Amacom.
- Rothwell, W. (2000). *The intervention selector, designer and developer, and implementor*. Alexandria, VA: The American Society for Training and Development.
- Rothwell, W., Hohne, C., & King, S. (2000). *Human performance improvement: Building practitioner competence*. Houston, TX: Gulf Publishing [later Butterworth-Heinemann].
- Rothwell, W., & Sredl, H. (2000). *The ASTD reference guide to workplace learning and performance: Present and future roles* (3rd ed.). 2 vols. Amherst, MA: HRD Press.
- King, S., King, M., & Rothwell, W. (2000). *The complete guide to training delivery: A competency-based approach*. New York: Amacom.
- Rothwell, W. (2000). *ASTD models for human performance: Roles, competencies, outputs* (2nd ed.). Alexandria, VA: The American Society for Training and Development.
- Dubois, D., & Rothwell, W. (2000). *The competency toolkit*. 2 vols. Amherst, MA: HRD Press.
- Rothwell, W. (2000). *The analyst*. Alexandria, VA: The American Society for Training and Development.
- Rothwell, W. (2000). *The evaluator*. Alexandria, VA: The American Society for Training and Development.

- Rothwell, W. (2000). *Modelos para la mejora del rendimiento humano de la asociacion Americana para la formacion y el desarrollo: Funciones, competencias, y resultados*. Madrid: Tomas Breton.
- Rothwell, W., & Kazanas, H. (1999). *Developing in-house leadership and management development programs: Their creation, management, and continuous improvement*. Westport, CT: Greenwood Publishing.
- Rothwell, W. (1999). *The action learning guidebook: A real-time strategy for problem-solving, training design, and employee development*. San Francisco: Jossey-Bass/Pfeiffer.
- Rothwell, W., Sanders, E., & Soper, J. (1999). *ASTD models for workplace learning and performance: Roles, competencies, work outputs*. Alexandria, VA: The American Society for Training and Development.
- Rothwell, W., & Sensenig, K. (Eds.). (1999). *The sourcebook for self-directed learning*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (Ed.). (1998). *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, methods, techniques, instruments*. Columbus, OH: The EnterpriseOhio Network.
- Rothwell, W., & Dubois, D. (Eds.). (1998). *In action: Improving human performance*. Alexandria, VA: The American Society for Training and Development.
- Rothwell, W., Prescott, R., & Taylor, M. (1998). *Strategic human resource leader: How to help your organization manage the 6 trends affecting the workforce*. Palo Alto, CA: Davies-Black Publishing.
- Rothwell, W. (Ed.). (1998). *In action: Linking HRD and organizational strategy*. Alexandria, VA: The American Society for Training and Development.
- Rothwell, W., & Kazanas, H. (1998). *Mastering the instructional design process: A systematic approach* (2nd ed.). San Francisco: Jossey-Bass.
- Rothwell, W. J. (1997). *Beyond training and development: State-of-the-art strategies for enhancing human performance*. Arabic translation. Cairo, Egypt: Professional Management Expertise Center (PMEC).
- Rothwell, W., & Cookson, P. (1997). *Beyond instruction: Comprehensive program planning for business and education*. San Francisco: Jossey-Bass.
- Rothwell, W. (1996). *The ASTD models for human performance improvement: Roles, competencies, outputs*. Alexandria, VA: The American Society for Training and Development.
- Dubois, D., & Rothwell, W. (1996). *Developing the high performance workplace: Administrator's handbook*. Amherst, MA: HRD Press.
- Dubois, D., & Rothwell, W. (1996). *Developing the high performance workplace: Instrument*. Amherst, MA: HRD Press.
- Rothwell, W. (1996). *Beyond training and development: State-of-the-art strategies for enhancing human performance*. New York: AMACOM.
- Rothwell, W. (Ed.). (1995). *The emerging issues in human resource development sourcebook*. Amherst, MA: Human Resource Development Press.
- Rothwell, W., Sullivan, R., & McLean, G. (Eds.). (1995). *Practicing the art of organization development: A handbook for consultants*. San Diego, CA: Pfeiffer & Co.



- Rothwell, W. (1994). *Effective succession planning: Ensuring leadership continuity and building talent from within*. New York: AMACOM. [Named as first runner-up for the Society for Human Resource Management's `Book of the Year Award.']
- Rothwell, W., & Kazanas, H. (1994). *Improving on-the-job training: How to establish and operate a comprehensive OJT program*. San Francisco: Jossey-Bass.
- Rothwell, W. & Kazanas, H. (1994). *Human resource development: A strategic approach*. (Rev. ed.). Amherst, MA: Human Resource Development Press.
- Rothwell, W. & Kazanas, H. (1994). *Planning and managing human resources: Strategic planning for personnel management*. (Rev. ed.). Amherst, MA: Human Resource Development Press.
- Rothwell, W. & Kazanas, H. (1993). *The complete AMA guide to management development*. New York: AMACOM. [Named as first runner-up for the Society for Human Resource Management's `Book of the Year Award.']
- Rothwell, W. & Sredl, H. (1992). *The American Society for Training and Development reference guide to professional HRD roles and competencies* (2nd ed.). 2 vols. Amherst, MA: Human Resource Development Press.
- Rothwell, W. & Kazanas, H. (1992). *Mastering the instructional design process: A systematic approach*. San Francisco, CA: Jossey-Bass. [Nominated for the 1994 and 1992 Book of the Year by the AECT.]
- Rothwell, W. & Brandenburg, D. (1990). *The workplace literacy primer: An action manual for training and development professionals*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. & Kazanas, H. (1989). *Strategic human resource development*. Englewood Cliffs, NJ: Prentice-Hall.
- Rothwell, W. & Kazanas, H. (1988). *Strategic human resources planning and management*. Englewood Cliffs, NJ: Prentice-Hall.
- Sredl, H. & Rothwell, W. (1987). *The American Society for Training and Development reference guide to professional training roles and competencies*. (2nd, 3rd and 4th printings). 2 vols. Amherst, MA: Human Resource Development Press.
- Sredl, H. & Rothwell, W. (1987). *The American Society for Training and Development reference guide to professional training roles and competencies*. (1st printing). 2 vols. New York: Random House.
- Sredl, H. & Rothwell, W. (Eds.). (1983). *The workforce of the 80s: Developing the critical resource*. Washington, D. C.: American Society for Training and Development.

**Series Editorial Works: *The American Management Association Innovations in Adult Learning Series: Theory into Practice*** [William J. Rothwell is coeditor with Victoria Marsick of Columbia University and Andrea Ellinger of the University of Illinois, Urbana]

O'Neil, J., & Marsick, V. (2007). *Understanding action learning*. New York: Amacom.

**Series Editorial Works: *The Human Resource Development Series*** [William J. Rothwell is Senior Coeditor with Professor Lu Feng of Beijing University of this 4-book series of classic HRD books translated into Chinese]

- Gutteridge, T., Leibowitz, Z., & Shore, J. (2001). *Organizational career development: Benchmarks for building a world-class workforce*. Translated into Chinese by Lu Feng as part of Rothwell, W., & Feng, L. (Eds.), *The Human Resource Development Series*. Tianjin, People's Republic of China: Nankai University Press.
- Phillips, J. (2001). *Handbook of training evaluation and measurement methods*. Translated into Chinese by Lu Feng as part of Rothwell, W., & Feng, L. (Eds.), *The Human Resource Development Series*. Tianjin, People's Republic of China: Nankai University Press.
- Robinson, D., & Robinson, J. (2001). *Performance consulting*. Translated into Chinese by Lu Feng as part of Rothwell, W., & Feng, L. (Eds.), *The Human Resource Development Series*. Tianjin, People's Republic of China: Nankai University Press.
- Rothwell, W., Sullivan, R., & McLean, G. (Eds.). (2001). *Practicing organization development: A guide for consultants*. Translated into Chinese by Lu Feng as part of Rothwell, W., & Feng, L. (Eds.), *The Human Resource Development Series*. Tianjin, People's Republic of China: Nankai University Press.

**Series Editorial Works: The Practicing Organization Development Series** [William J. Rothwell is Coeditor of this Continuing Series with Roland Sullivan and Kristine Quade]

- Rothwell, W., Sullivan, R., & Quade, K. (2001). Introduction to the series. (In all volumes listed below.)
- Anderson, L., & Ackerman, D. (2001). *Beyond change management: Advanced strategies for today's transformational leaders*. San Francisco: Jossey-Bass/Pfeiffer.
- Anderson, L., & Ackerman, D. (2001). *The change leader's roadmap*. San Francisco: Jossey-Bass/Pfeiffer.
- Bradford, D., & Burke, W. (Eds.). (2005). *Reinventing organization development: New approaches to change in organizations-addressing the crisis, achieving the potential*. San Francisco: Pfeiffer & Co.
- Byrd, J., & Brown, P. (2002). *The innovation equation: Building creativity and risk taking in your organization*. San Francisco: Jossey-Bass/Pfeiffer.
- Carucci, R., & Pasmore, W. (2002). *Relationships that enable enterprise change: Leveraging the client-consultant connection*. San Francisco: Jossey-Bass/Pfeiffer.
- Chan Allen, R. (2001). *Guiding change journeys: A synergistic approach to organization transformation*. San Francisco: Jossey-Bass/Pfeiffer.
- Freedman, A., & Zackrisson, R. (2001). *Finding your way in the consulting jungle: A guidebook for organization development practitioners*. San Francisco: Jossey-Bass/Pfeiffer.
- Haines, S., Aller-Stead, G., and McKinlay, J. (2005). *Enterprise-wide change: Superior results through systems thinking*. San Francisco: Jossey-Bass/Pfeiffer.
- Herman, S. (Ed.). (2002). *Rewiring organizations for the networked economy: Organizing, managing, and leading in the information age*. San Francisco: Jossey-Bass/Pfeiffer.
- Hilburt-Davis, J., & Dyer, W. (2002). *Consulting to family business: A practical guide to contracting, assessment, and implementation*. San Francisco: Jossey-Bass/Pfeiffer.
- Hultman, K. (with B. Gellerman). (2001). *Balancing individual and organizational values: Walking the tightrope to success*. San Francisco: Jossey-Bass/Pfeiffer.

- Massarik, F., & Pei-Carpenter, M. (2002). *Organization development and consulting: Perspectives and foundations*. San Francisco: Jossey-Bass/Pfeiffer.
- Olson, E., & Eoyang, G. (2001). *Facilitating organizational change*. San Francisco: Jossey-Bass/Pfeiffer.
- Quade, K., & Brown, R. (2001). *The conscious consultant: Mastering change from the inside out*. San Francisco: Jossey-Bass/Pfeiffer.
- Watkins, J., & Mohr, B. (2001). *Appreciative inquiry: Change at the speed of imagination*. San Francisco: Jossey-Bass/Pfeiffer.
- Wheatley, M., Tannenbaum, R., Griffin, P., Quade, K. (2003). *Organization development at work: Conversations on values, applications, and future of OD*. San Francisco: Wiley/Jossey-Bass/Pfeiffer.

***Series Editorial Works: Instructional Technology and Training Series*** [William J. Rothwell is Coeditor of this Continuing Series with Rita Richey and Tim Spannaus]

- Dessinger, J., and Moseley, J. (2004). *Confirmative evaluation: Practical strategies for valuing continuous improvement*. San Francisco: Pfeiffer & Co.
- Jonassen, D. (2004). *Learning to solve problems: An instructional design guide*. San Francisco: Pfeiffer & Co.
- Paquette, G. (2004). *Instructional engineering in networked environments*. San Francisco: Pfeiffer & Co.

### ***Published Training Packages***

- Rothwell, W. (1996). *The self-directed on-the-job learning workshop*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1990). *The employee selection workshop*. 2 vols. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1990). *The employee discipline workshop*. 2 vols. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1989). *The structured on-the-job training workshop*. 2 vols. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1989). *The strategic planning workshop*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1989). *The 'right-to-know' workshop*. Amherst, MA: Human Resource Development Press.

### ***Training Packages Written Under Contract***

- Rothwell, W. (2005). *Living P<sup>2</sup>D: Making everyone a change champion*. Prepared under contract for UNICEF.
- Rothwell, W. (2002). *Managing change using organization development: The action research and appreciative inquiry models*. Prepared under contract for CARE.

## ***Guides and Technical Reports***

- Rothwell, W., Jones, M., Zaballero, A., & Park, J. (2019). *Evaluative final report: Foxdale village-Performance management system-Phase I and Phase II*. State College, PA: Rothwell & Associates, Inc.
- Rothwell, W., Jones, M., Zaballero, A., & Park, J. (2019). *Evaluative final report: Foxdale village-Performance management system-Project proposal Phase III*. State College, PA: Rothwell & Associates, Inc.
- Rothwell, W., Jones, M., Zaballero, A., & Park, J. (2019). *Evaluative final report: Foxdale village-Action plan guide-Performance measurement plan*. State College, PA: Rothwell & Associates, Inc.
- Rothwell, W., Jones, M., Zaballero, A., & Park, J. (2019). *Evaluative final report: Foxdale village-Action plan guide-Performance development plan*. State College, PA: Rothwell & Associates, Inc.
- Rothwell, W., Jones, M., Zaballero, A., & Park, J. (2019). *Evaluative final report: Foxdale village-Action plan guide-Monitor performance plan*. State College, PA: Rothwell & Associates, Inc.
- Rothwell, W., Jones, M., Zaballero, A., & Park, J. (2019). *Evaluative final report: Foxdale village-Action plan guide-Reinforce performance plan*. State College, PA: Rothwell & Associates, Inc.
- Rothwell, W., Zaballero, A., & Fu, I. (2016). *Competency-based continuing education and training: A white paper*. Reston, VA: IACET.
- Rothwell, W., Stopper, A., & Zaballero, A. (2015). *Building a talent development structure without borders*. Alexandria, VA: ATD Press.
- Rothwell, W., Stopper, A., & Zaballero, A. (2015, May). *TD at work: Measuring and addressing talent gaps globally*. Alexandria, VA: ATD Press.
- Rothwell, W., Zaballero, A., Asino, T., Briskin, J., Swaggerty, A., & Bienert, S. (2015). *Skills, trends and challenges in instructional design*. Alexandria, VA: ATD Press.
- Zaballero, A., Alzahmi, R., Alkahalaf, A., & Rothwell, W. (14 April 2015). *Bridging the talent gap of the energy industry: Developing a transnational competency-based system*. The International Academic Forum 2015 Official Conference Proceedings. Dubai, United Arab Emirates.
- Rothwell, W., Zaballero, A., & Park, J. (2014). *Review of SkillGrid and SkillStick evaluation report*. State College, PA: R & A, LLC.
- Rothwell, W., & Penalosa, P. (2012). *Technical talent management: Sourcing, developing, and retaining technical talent*. Houston: APQC.
- Rothwell, W. with Freer, R., Fu, I., Imroz, S., Kim, J., Tsai, H., Welch, S. & Zaballero, A. (2011). *Aging friendly workplaces: A Toolkit for career link and employers*. Prepared for the South Central Workforce Investment Board of Pennsylvania.
- The impact of leadership development programs*. (2011). ASTD Research, 2(6), 1-55. William J. Rothwell served as subject matter expert on a technical review panel.
- Rothwell, W. (2002). *Managing change using organization development: The action research and appreciative inquiry models*. State College, PA: Rothwell & Associates for Care, the International Relief Agency.

- Rothwell, W. (2002). *Tools for managing change*. State College, PA: Rothwell & Associates for Care, the International Relief Agency.
- Rothwell, W. (1987). *A directory of continuing education courses, resources and facilities in State universities and community colleges*. Springfield, IL: Office of Auditor General.
- Rothwell, W. (1986). *A directory of State training courses, resources and facilities* (2nd ed.). Springfield, IL: Legislative Printing Unit.
- Rothwell, W. (1985). *A directory of State training courses, resources and facilities*. Springfield, IL: Legislative Printing Unit.

### **Works in Preparation (*book contracts signed*)**

- Bakshandeh, B., & Rothwell, W. (Eds.). (2023/2024). *Building an organizational coaching culture: Creating effective environment for growth & success in organization*. Routledge.
- Rothwell, W., Williams, S., & Zaballero, A. (2023/2024). *Using the tabletop role play to teach organization development*. Cognella.
- Rothwell, W., Bakshandeh, B., & Zaballero, A. (2023/2024). *The inclusive, empathetic, and relational supervisor: Managing diverse employees through interpersonal relationships*. Routledge.
- Rothwell, W., Sadique, F., Bakshandeh, B., & Zaballero, A. (2023/2024). *Designing engaging, inclusive, and innovative online learning: 400+ strategies to increase engagement*. Routledge.
- Rothwell, W., Imtnag, S., Lee, J. (2023/2024). *Accelerated action learning: Using teams to solve problems, innovate solutions, and develop people*. Routledge.
- Rothwell, W., King, S., Zaballero, A., & Poole, D. (Eds.). (2024). *The succession planning handbook*. Edward Elgar Publishing. See: [https://sites.google.com/d/1-KoJTQzlxKVis8Iczs6rV-R2tmdCAiaQ/p/1uHWvn2gFG06b7n1s\\_XILDxPjAthr1o8p/edit?pli=1](https://sites.google.com/d/1-KoJTQzlxKVis8Iczs6rV-R2tmdCAiaQ/p/1uHWvn2gFG06b7n1s_XILDxPjAthr1o8p/edit?pli=1)

### **Works in the Proposal Stage (*book contracts not yet signed but proposals written*)**

- Rothwell, W., Campbell, J., Ealy, P., & Carasco, M. (Eds.). (2023/2024). *Beyond symbolic diversity, equity and inclusion: Towards enduring organizational social impact*. Routledge.
- Rothwell, W., Stavros, J., & Cady, S. (Eds.). (2024/2025). *Practicing organization development: Leading transformation and change*. 5<sup>th</sup> ed. John Wiley.
- Sadique, F. Rothwell, W., Donahue, W., Park, J., Welliver, M. (2024/2025). *Building successful sales skills: Sales-Do you know yourself?* Amazon.
- Rothwell, W., Schwartz, M., & Walker, M. (2024/2025). *Organization development on the inside: An internal practitioner's guide*. Berret-Koehler.
- Rothwell, W., Benkowski, J., Griggs, R., & Burkey, R. (2025). *Building effective technical training: How to develop hard skills in organizations*. 2<sup>nd</sup> ed. John Wiley.

## **Simulations Written but not yet Published (*could be published as e-books*)**

Rothwell, W. (2023). *A process consultation simulation: Applying the action research model to an organization development intervention*. Unpublished manuscript.

Rothwell, W. (2023). *A succession planning simulation: A table top case study and role play at the electric company, inc.*

## **Book Chapters**

Rothwell, W. (2023, in press). Transformational coaching and succession planning. In W. Rothwell, B. Bakhshandeh, & S. Imroz, (Eds.). *Transformational coaching for effective leadership: Creating sustainable change through shifting paradigms* (pp. xxxxx). Boca Raton, FL: Routledge.

Rothwell, W. (2023, in press). Transformational coaching and talent development. In W. Rothwell, B. Bakhshandeh, & S. Imroz, (Eds.). *Transformational coaching for effective leadership: Creating sustainable change through shifting paradigms* (pp. xxxxx). Boca Raton, FL: Routledge.

Rothwell, W. (2023, in press). Transformational coaching and organization development. In W. Rothwell, B. Bakhshandeh, & S. Imroz, (Eds.). *Transformational coaching for effective leadership: Creating sustainable change through shifting paradigms* (pp. xxxxx). Boca Raton, FL: Routledge.

Rothwell, W. (2023, in press). Organization development: Working inside and outside the organization chart. In B. Flores (Ed.), *Organization development handbook for trainers*. Alexandria, VA: Association for Talent Development (ATD) Press.

Rothwell, W., & Prescott, R. (2022). Preface. In W. Rothwell & R. Prescott (Eds.), *Succession planning for small and family businesses: Navigating successful transitions* (pp. ix-xiv). Routledge.

Rothwell, W., & Prescott, R. (2022). Acknowledgements. In W. Rothwell & R. Prescott (Eds.), *Succession planning for small and family businesses: Navigating successful transitions* (p. xv). Routledge.

Rothwell, W., & Prescott, R. (2022). Advance organizer. In W. Rothwell & R. Prescott (Eds.), *Succession planning for small and family businesses: Navigating successful transitions* (pp. xxix-xxx). Routledge.

Rothwell, W., & Prescott, R. (2022). Part I: Deciding what to do: Life and career planning for small business owners and family leaders. In W. Rothwell & R. Prescott (Eds.), *Succession planning for small and family businesses: Navigating successful transitions* (p. 2). Routledge.

Rothwell, W., & Prescott, R. (2022). Chapter 1: Considering your choices. In W. Rothwell & R. Prescott (Eds.), *Succession planning for small and family businesses: Navigating successful transitions* (pp. 3-26). Routledge.

Rothwell, W., & Prescott, R. (2022, in press). Part II: Planning for succession in small and family business. In W. Rothwell & R. Prescott (Eds.), *Succession planning for small and family businesses: Navigating successful transitions* (p. 26). Routledge.

Rothwell, W., & Prescott, R. (2022). Part III: Special issues in small and family business succession planning. In W. Rothwell & R. Prescott (Eds.), *Succession planning for small*

- and family businesses: Navigating successful transitions* (p. 76). Routledge.
- Baldwin, L., Rothwell, W. and Prescott, R. (2022). Talent management in small and family businesses. In W. Rothwell & R. Prescott (Eds.), *Succession planning for small and family businesses: Navigating successful transitions* (pp. 213-230). Routledge.
- Rothwell, W. and Prescott, R. (2022, in press). Transitioning the business and executing the plan. In W. Rothwell & R. Prescott (Eds.), *Succession planning for small and family businesses: Navigating successful transitions* (pp. 231-258). Routledge.
- Rothwell, W. and Prescott, R. (2022). Appendix I: Frequently asked questions (FAQs). In W. Rothwell & R. Prescott (Eds.), *Succession planning for small and family businesses: Navigating successful transitions* (pp. 259-264). Routledge.
- Ealy, P., & Rothwell, W. (2022). Appendix E: Tools to guide implementation. In W. Rothwell, P. Ealy & J. Campbell (Eds.), *Rethinking organizational diversity, equity, and inclusion: A step-by-step guide for facilitating organizational change* (pp. 229-242). Boca Raton, FL: Routledge.
- Ealy, P., & Rothwell, W. (2022). Appendix D: Frequently asked questions about diversity, equity, and inclusion (DE & I). In W. Rothwell, P. Ealy & J. Campbell (Eds.), *Rethinking organizational diversity, equity, and inclusion: A step-by-step guide for facilitating organizational change* (pp. 223-228). Boca Raton, FL: Routledge.
- Rothwell, W. (2022). Appendix B: Diversity, equity, and inclusion audit. In W. Rothwell, P. Ealy & J. Campbell (Eds.), *Rethinking organizational diversity, equity, and inclusion: A step-by-step guide for facilitating organizational change* (pp. 211-214). Boca Raton, FL: Routledge.
- Rothwell, W. (2022). Advance organizer. In W. Rothwell, P. Ealy & J. Campbell (Eds.), *Rethinking organizational diversity, equity, and inclusion: A step-by-step guide for facilitating organizational change* (pp. xxv-xxvii). Boca Raton, FL: Routledge.
- Rothwell, W., Ealy, P., & Campbell, J. (2022). Preface. In W. Rothwell, P. Ealy & J. Campbell (Eds.), *Rethinking organizational diversity, equity, and inclusion: A step-by-step guide for facilitating organizational change* (pp. ix-xiv). Boca Raton, FL: Routledge.
- Rothwell, W., Stopper, A., & Zaballero, A. (2022). Structuring TD to meet the dynamic needs of the organization. In E. Biech (Ed.), *ATD's handbook for training and talent development*. Alexandria, VA: ATD Press.
- Rothwell, W., & Whiteford, A. (2021). Corporate employee training and development strategies. In Manuel London (Ed.), *The oxford handbook of lifelong learning*, 2<sup>nd</sup> ed. (pp. 207-228). Oxford: Oxford University Press.
- Rothwell, W. (2021). Appendix: Selected resources to support od intervention implementation and related topics. In W. Rothwell, S. Imroz, & B. Bakhshandeh, *Organization development(OD) interventions: Executing effective organizational change* (pp. 323-330). New York: Routledge.
- Rothwell, W. (2021). What unique issues surface when implementing OD interventions? In W. Rothwell, S. Imroz, & B. Bakhshandeh, *Organization development(OD) interventions: Executing effective organizational change* (pp. 313-322). New York: Routledge.
- Rothwell, W. (2021). The future of OD interventions. In W. Rothwell, S. Imroz, & B. Bakhshandeh, *Organization development(OD) interventions: Executing effective organizational change* (pp. 301-312). New York: Routledge.

- Rothwell, W. (2021). What is an OD intervention? In W. Rothwell, S. Imroz, & B. Bakhshandeh, *Organization development(OD) interventions: Executing effective organizational change* (pp. 3-16). New York: Routledge.
- Rothwell, W. (2021). Advance organizer. In W. Rothwell, S. Imroz, & B. Bakhshandeh, *Organization development(OD) interventions: Executing effective organizational change* (pp. xxi-1). New York: Routledge.
- Rothwell, W. (2021). Preface. In W. Rothwell, S. Imroz, & B. Bakhshandeh, *Organization development(OD) interventions: Executing effective organizational change* (pp. xi-xii). New York: Routledge.
- Rothwell, W. (2021). The future and virtual group coaching. In W. Rothwell & C. Park (Eds), *Virtual coaching to improve group relationships: Process consultation reimaged* (pp. 183-196). New York: Routledge.
- Rothwell, W. (2021). What is traditional process consultation, and how does virtual coaching improve group dynamics? In W. Rothwell & C. Park (Eds), *Virtual coaching to improve group relationships: Process consultation reimaged* (pp. 3-18). New York: Routledge.
- Rothwell, W. (2021). Advance organizer. In W. Rothwell & C. Park (Eds), *Virtual coaching to improve group relationships: Process consultation reimaged* (pp. xix-xx). New York: Routledge.
- Rothwell, W. (2021). Acknowledgments. In W. Rothwell & C. Park (Eds), *Virtual coaching to improve group relationships: Process consultation reimaged* (pp. xiii). New York: Routledge.
- Rothwell, W. (2021). Preface. In W. Rothwell & C. Park (Eds), *Virtual coaching to improve group relationships: Process consultation reimaged* (pp. ix-xi). New York: Routledge.
- Rothwell, W., Gerity, P., & Carraway. (2020). Preface. In W. Rothwell, P. Gerity, P., & V. Carraway (Eds.). (2020). *Workforce development: Guidelines for community college professionals*. (pp. ix-x). 2<sup>nd</sup> ed. Lanham, MD: Rowman-Littlefield.
- Rothwell, W., Gerity, P., & Carraway. (2020). Introduction. In W. Rothwell, P. Gerity, P., & V. Carraway (Eds.). (2020). *Workforce development: Guidelines for community college professionals*. (pp. xiii-xiv). 2<sup>nd</sup> ed. Lanham, MD: Rowman-Littlefield.
- Rothwell, W., Gerity, P., & Carraway. (2020). Conceptualizing future competencies needed by community college workforce development practitioners. In W. Rothwell, P. Gerity, P., & V. Carraway (Eds.). (2020). *Workforce development: Guidelines for community college professionals*. (pp. 153-160). 2<sup>nd</sup> ed. Lanham, MD: Rowman-Littlefield.
- Rothwell, W., Gerity, P., & Carraway. (2020). Rating your competence in workforce development. In W. Rothwell, P. Gerity, P., & V. Carraway (Eds.). (2020). *Workforce development: Guidelines for community college professionals*. (pp. 161-166). 2<sup>nd</sup> ed. Lanham, MD: Rowman-Littlefield.
- Rothwell, W., Gerity, P., & Carraway. (2020). Selected resources for community college workforce development professionals. In W. Rothwell, P. Gerity, P., & V. Carraway (Eds.). (2020). *Workforce development: Guidelines for community college professionals*. (pp. 167-170). 2<sup>nd</sup> ed. Lanham, MD: Rowman-Littlefield.
- Rothwell W.J., Lee J.Y., Macko P. (2019) The changing role of the corporate trainer: The shift from “training” to “talent development.” In McGrath S., Mulder M., Papier J., Stuart R. (eds.), *Handbook of vocational education and training*. New York City: Springer.



- Rothwell, W., & Zaballero, A. (2018). Integrating succession planning and career planning. In L. Berger & D. Berger, *The talent management handbook*, 3<sup>rd</sup> ed. (pp. 149-159). New York: McGraw-Hill.
- Rothwell, W., Vogelsang, J., Stavros, J., & Sullivan, R. (2016). Introduction. In Rothwell, W., Vogelsang, J., Stavros, J., & Sullivan, R. (Eds.), *Organization development in practice* (pp. 5-11). Washington, DC: Organization Development Network.
- Jamieson, D., & Rothwell, W. (2015). The convergence of organization development and human resource management. In W. Rothwell, J. Stavros & R. Sullivan (Eds.), *Practicing organization development: Leading transformation and change*, 4<sup>th</sup> ed. (pp. 384-393). New York: Wiley.
- Creasey, T., Jamieson, D., Rothwell, W., & Severini, G. (2015). Exploring the relationship between organization development and change management. In W. Rothwell, J. Stavros & R. Sullivan (Eds.), *Practicing organization development: Leading transformation and change*, 4<sup>th</sup> ed. (pp. 330-337). New York: Wiley.
- Rothwell, W., Sullivan, R., Kim, T., Park, J., & Donahue, W. (2015). Change process and models. In W. Rothwell, J. Stavros & R. Sullivan (Eds.), *Practicing organization development: Leading transformation and change*, 4<sup>th</sup> ed. (pp. 42-59). New York: Wiley.
- Rothwell, W., Stavros, J., & Sullivan, R. (2015). Organization development, transformation, and change. In W. Rothwell, J. Stavros & R. Sullivan (Eds.), *Practicing organization development: Leading transformation and change*, 4<sup>th</sup> ed. (pp. 11-25). New York: Wiley.
- Rothwell, W. (2014). Overcoming barriers to build an engagement culture. In W. Rothwell (Ed.), *Creating engaged employees: It's worth the investment* (pp. 73-84). Alexandria, VA: ASTD Press.
- Rothwell, W. (2014). The importance of engaged employees. In W. Rothwell (Ed.), *Creating engaged employees: It's worth the investment* (pp. 13-18). Alexandria, VA: ASTD Press.
- Rothwell, W. (2014). Advance organizer. In W. Rothwell (Ed.), *Creating engaged employees: It's worth the investment* (pp. xi-xiii). Alexandria, VA: ASTD Press.
- Rothwell, W., & Kim, W. (2014). Preface. In W. Rothwell (Ed.), *Creating engaged employees: It's worth the investment* (pp. vii-x). Alexandria, VA: ASTD Press.
- Rothwell, W. (2014). Preface. In W. Rothwell, A. Zaballero, & J. Park (Eds.), *Optimizing talent in the federal workforce* (pp. xiii-xiv). Washington, DC: Management Concepts.
- Rothwell, W. (2014). Luminary perspective: Shaping the future of the training and development profession. In E. Biech (Ed.), *ASTD handbook: The definitive reference for training & development* (pp. 3-8). Alexandria, VA: ASTD Press.
- Rothwell, W. (2014). What's new in talent management and succession planning. In L. Dai (Ed.), *HR executive summit 2014 [conference proceedings]* (pp. 38-54). Shanghai: Enfovia.
- Rothwell, W. (2014). Appendix: Establishing rapport and connecting performance consulting to business goals (pp. 452-455). In Rothwell, W. (Ed.). (2014). *Performance consulting: Applying performance improvement in human resource development*. San Francisco: Pfeiffer.
- Rothwell, W. (2014). Role transformation (pp. 69-86). In Rothwell, W. (Ed.). (2014). *Performance consulting: Applying performance improvement in human resource development*. San Francisco: Pfeiffer.

- Rothwell, W. (2014). Preface (pp. xiii-xv). In Rothwell, W. (Ed.). (2014). *Performance consulting: Applying performance improvement in human resource development*. San Francisco: Pfeiffer.
- Sullivan, R., Rothwell, W., Carter, L., & Balasi, M. (2013). The borderless organization. In Carter, L., Sullivan, R., Goldsmith, M., Ulrich, D., & Smallwood, N. (Eds), *The change champion's field guide: Strategies and tools for leading change in your organization*, 2<sup>nd</sup> ed. (pp. 107-119). San Francisco: Wiley.
- Sullivan, R., Rothwell, W., Carter, L., & Balasi, M. (2013). Whole systems transformation: An effectiveness paradigm for strategic change. In Carter, L., Sullivan, R., Goldsmith, M., Ulrich, D., & Smallwood, N. (Eds), *The change champion's field guide: Strategies and tools for leading change in your organization*, 2<sup>nd</sup> ed. (pp. 177-204). San Francisco: Wiley.
- Rothwell, W. (2013). Manage your work and values: Go beyond replacing executives and manage your work and values. In Carter, L., Sullivan, R., Goldsmith, M., Ulrich, D., & Smallwood, N. (Eds), *The change champion's field guide: Strategies and tools for leading change in your organization*, 2<sup>nd</sup> ed. (pp. 558-572). San Francisco: Wiley.
- Rothwell, W. (2012). Preface. In Rothwell, W., Jones, M., Kirby, M. & Loomis, F. (2012). (Eds.). *Talent management: A step-by-action-oriented guide based on best practice* (p. v). Amherst, MA: HRD Press.
- Rothwell, W. (2012). Advance organizer. In Rothwell, W., Jones, M., Kirby, M. & Loomis, F. (2012). (Eds.). *Talent management: A step-by-action-oriented guide based on best practice* (pp. 1-4). Amherst, MA: HRD Press.
- Rothwell, W. (2012). Talent management: The what, the why, and the how—and problems to avoid. Rothwell, W. (2012). Preface. In Rothwell, W., Jones, M., Kirby, M. & Loomis, F. (2012). (Eds.). *Talent management: A step-by-action-oriented guide based on best practice* (pp. 5-19). Amherst, MA: HRD Press.
- Rothwell, W. (2012). Step 1: Getting commitment and establishing measurable goals, clear roles, and specific accountabilities. In Rothwell, W., Jones, M., Kirby, M. & Loomis, F. (2012). (Eds.). *Talent management: A step-by-action-oriented guide based on best practice* (pp. 21-35). Amherst, MA: HRD Press.
- Rothwell, W. (2012). Step 2: Clarifying the work performed and the competencies required. In Rothwell, W., Jones, M., Kirby, M. & Loomis, F. (2012). (Eds.). *Talent management: A step-by-action-oriented guide based on best practice* (pp. 37-47). Amherst, MA: HRD Press.
- Rothwell, W. (2012). Step 3: Managing performance and closing performance gaps. In Rothwell, W., Jones, M., Kirby, M. & Loomis, F. (2012). (Eds.). *Talent management: A step-by-action-oriented guide based on best practice* (pp. 59-62). Amherst, MA: HRD Press.
- Rothwell, W. (2012). Step 6: Identifying and closing developmental gaps. In Rothwell, W., Jones, M., Kirby, M. & Loomis, F. (2012). (Eds.). *Talent management: A step-by-action-oriented guide based on best practice* (pp. 95-103). Amherst, MA: HRD Press.
- Rothwell, W. (2012). Step 9: Evaluating the talent management program. In Rothwell, W., Jones, M., Kirby, M. & Loomis, F. (2012). (Eds.). *Talent management: A step-by-action-oriented guide based on best practice* (pp. 131-138). Amherst, MA: HRD Press.

- Rothwell, W. (2012). Appendix: A worksheet to guide development of a proposal for a step-by-step approach to implementing talent management. In Rothwell, W., Jones, M., Kirby, M. & Loomis, F. (2012). (Eds.). *Talent management: A step-by-action-oriented guide based on best practice* (pp. 139-144). Amherst, MA: HRD Press.
- Rothwell, W. (2012). Improving the customer care experience: A case study of a large private hospital in Khaka, Bangladesh. In D.D. Warrick/Jens Mueller, *Learning from real world cases – Lessons in leadership*, Vol. 2 (pp. 183-194), Oxford, UK: RossiSmith Academic Publishing.
- Rothwell, W. (2012). Accentuating the positive: Leveraging strengths to advantage. In W. Rothwell (Exec. Ed.), Jed Lindholm, Karen K. Yarrish, & Aileen Zabellero (Vol. eds.), *The encyclopedia of human resource management*, Vol. 2, pp. 286-289. San Francisco: Pfeiffer & Co., Inc.
- Rothwell, W. (2012). Five approaches to change in organizations. In W. Rothwell (Exec. Ed.), Jed Lindholm, Karen K. Yarrish, & Aileen Zabellero (Vol. eds.), *The encyclopedia of human resource management*, Vol. 2, pp. 273-282. San Francisco: Pfeiffer & Co., Inc.
- Rothwell, W. (2012). What is HR transformation? In W. Rothwell (Exec. Ed.), Jed Lindholm, Karen K. Yarrish, & Aileen Zabellero (Vol. eds.), *The encyclopedia of human resource management*, Vol. 2, pp. 259-261. San Francisco: Pfeiffer & Co., Inc.
- Rothwell, W. (2012). Values modeling, and why you should care about it. In W. Rothwell (Exec. Ed.), Jed Lindholm, Karen K. Yarrish, & Aileen Zabellero (Vol. eds.), *The encyclopedia of human resource management*, Vol. 2, pp. 48-52. San Francisco: Pfeiffer & Co., Inc.
- Rothwell, W. (2012). Competency-based human resource management. In W. Rothwell (Exec. Ed.), Jed Lindholm, Karen K. Yarrish, & Aileen Zabellero (Vol. eds.), *The encyclopedia of human resource management*, Vol. 2, pp. 45-47. San Francisco: Pfeiffer & Co., Inc.
- Rothwell, W. (2012). Career planning and development, and why you should care about it. In W. Rothwell (Exec. Ed.), Jed Lindholm, Karen K. Yarrish, & Aileen Zabellero (Vol. eds.), *The encyclopedia of human resource management*, Vol. 2, pp. 41-44. San Francisco: Pfeiffer & Co., Inc.
- Rothwell, W. (2012). The difference between management succession planning and technical succession planning. In W. Rothwell (Exec. Ed.), Jed Lindholm, Karen K. Yarrish, & Aileen Zabellero (Vol. eds.), *The encyclopedia of human resource management*, Vol. 2, pp. 39-40. San Francisco: Pfeiffer & Co., Inc.
- Rothwell, W. (2012). Talent management and talent development: What they are, and why you should care. In W. Rothwell (Exec. Ed.), Jed Lindholm, Karen K. Yarrish, & Aileen Zabellero (Vol. eds.), *The encyclopedia of human resource management*, Vol. 2, pp. 33-35. San Francisco: Pfeiffer & Co., Inc.
- Rothwell, W. (2012). What is a high potential? In W. Rothwell (Exec. Ed.), Jed Lindholm, Karen K. Yarrish, & Aileen Zabellero (Vol. eds.), *The encyclopedia of human resource management*, Vol. 2, pp. 31-32. San Francisco: Pfeiffer & Co., Inc.
- Rothwell, W. (2012). What is potential? In W. Rothwell (Exec. Ed.), Jed Lindholm, Karen K. Yarrish, & Aileen Zabellero (Vol. eds.), *The encyclopedia of human resource management*, Vol. 2, pp. 3-4. San Francisco: Pfeiffer & Co., Inc.
- Rothwell, W. (2012). Training needs analysis. In W. Rothwell (Exec. Ed.), Robert K. Prescott (Vol. ed.), *The encyclopedia of human resource management*, Vol. 1, pp. 417-420. San Francisco: Pfeiffer & Co., Inc.

- Rothwell, W. (2012). Human resource development and performance improvement. In Norbert Seel (Ed.), *Encyclopedia of the science of learning* (pp. 1460-1462). Heidelberg, Germany: SpringerLink at <http://www.springerlink.com/content/978-1-4419-1427-9/?k=Rothwell>
- Rothwell, W., & Imroz, S. (2012). Improving customer care experience: A case study of a large private hospital in Dhaka, Bangladesh. In D.D. Warrick & Jens Mueller (Eds.), *Lessons in leading change: Learning from real world cases*. Vol. 2. Oxford, UK: RossiSmith Academic Publishing.
- Sullivan, R., Gopalkrishna, S., & Rothwell, W. (2011). Organization development now and beyond. In S. Ramnarayan & T.V. Rao (Eds.), *Organization development: Accelerating learning and transformation*, 2<sup>nd</sup> ed. (pp. 249-264). New Delhi: Sage Publications.
- Doonan, S., Rothwell, W., Sullivan, R., & Dick, T. (2011). Leadership lessons in whole system transformation. In D.D. Warrick/Jens Mueller, *Lessons in leading change: Learning from real world cases*. (pp. 205-210). Vol. 1. Oxford, UK: RossiSmith Academic Publishing.
- Rothwell, W. (2011). *Developing leaders: A high potential, unique approach*. In D.D. Warrick/Jens Mueller, *Learning from real world cases – Lessons in leadership* (pp. 117-123), Oxford, UK: RossiSmith Academic Publishing.
- Rothwell, W. (2011). Human resource development and performance improvement. In Norbert Seel (Ed.), *Encyclopedia of the sciences of learning*. New York, NY: Springer Science + Business Media.
- Rothwell, W. (2011). Integrating succession planning and career planning. In Lance A. Berger and Dorothy R. Berger, *The talent management handbook*, 2<sup>nd</sup> ed. (pp. 119-130). New York: McGraw-Hill.
- Rothwell, W., & Whiteford, A. (2011). Corporate employee training and development strategies. In Manuel London (Ed.), *The oxford handbook of lifelong learning* (pp. 151-165). Oxford: Oxford University Press.
- Rothwell, W. (2010). Integrating succession planning and career planning. In L. Berger & E. Berger (eds.), *The talent management handbook: Creating a sustainable competitive advantage by selecting, developing, and promoting the best people*, 2<sup>nd</sup> ed. (pp. 119-130). New York: McGraw-Hill.
- Rothwell, W. (2010). Epilogue. In M. Goldsmith and Louis Carter (Eds.), *Best practices in talent management: How the world's leading corporations manage, develop, and retain top talent* (pp. 288-294). San Francisco: Pfeiffer.
- Rothwell, W., and Whiteford, A. (2010). Using new technology to create a user-friendly evaluation process. In J. Moseley and J. Dessinger (Ed.), *Handbook of improving performance in the workplace* (pp. 296-313). Vol. 3., *Measurement and evaluation*. San Francisco: Pfeiffer.
- Worley, C., Rothwell, W. & Sullivan, R. (2010). Competencies of OD practitioners. In Rothwell, W., Stavros, J., Sullivan, R., & Sullivan, A. (Eds.), *Practicing organization development: A guide for leading change*. 3<sup>rd</sup> ed. (pp. 107-135). San Francisco: Pfeiffer.
- Rothwell, W. (2010). Building convergence between human resource management and OD. In Rothwell, W., Stavros, J., Sullivan, R., & Sullivan, A. (Eds.), *Practicing organization development: A guide for leading change*. 3<sup>rd</sup> ed. (pp. 94-106). San Francisco: Pfeiffer.

- Rothwell, W., & Sullivan, R. (2010). Change process and models. In Rothwell, W., Stavros, J., Sullivan, R., & Sullivan, A. (Eds.), *Practicing organization development: A guide for leading change*. 3<sup>rd</sup> ed. (pp. 43-70). San Francisco: Pfeiffer.
- Rothwell, W., Stavros, J., Sullivan, R. (2010). Organization development and change. In Rothwell, W., Stavros, J., Sullivan, R., & Sullivan, A. (Eds.), *Practicing organization development: A guide for leading change*. 3<sup>rd</sup> ed. (pp. 11-42). San Francisco: Pfeiffer.
- Rothwell, W., Stavros, J., and Sullivan, R. (2010). Introduction. In Rothwell, W., Stavros, J., Sullivan, R., & Sullivan, A. (Eds.), *Practicing organization development: A guide for leading change*. 3<sup>rd</sup> ed. (pp. 1-8). San Francisco: Pfeiffer.
- Graber, J., and Rothwell, W. (2008). Certifying knowledge and skills is critical for talent management. In Vlad Vaiman and Charles M. Vance (Eds.), *Smart talent management: Building knowledge assets for competitive advantage* (pp. 234-262). Cheltenham, UK: Edward Elgar.
- Rothwell, W. (2008). Beyond training to daily development. In R. J. Devis and B. V. S. Prasad, *Effective performance management: Approaches and experiences* (pp. 190-204). Hyderabad, India: ICFAI University Press.
- Rothwell, W. (2008). Motivating for retention. In P. S. V. Ramana and V. V. Ramani (Eds.), *Motivation as a retention strategy* (pp. 3-12). Hyderabad, India: The ICFAI University Press.
- Rothwell, W. (2008). Careers in workplace learning and performance. In E. Biech (Ed.), *ASTD handbook for workplace learning and performance professionals* (pp. 823-836). Alexandria, VA: ASTD Press.
- Wellins, R., and Rothwell, W. (2008). Competencies: The foundation of our profession. In E. Biech (Ed.), *ASTD handbook for workplace learning and performance professionals* (pp. 807-822). Alexandria, VA: ASTD Press.
- Rothwell, W., and Payne, T. (2007). Emerging global issues in human resource management. In V. Ramani and E. Mrudula, *Emerging trends in HRM: Sectoral experiences* (pp. 3-18). Hyderabad, India: The ICFAI University Press.
- Rothwell, W. (2007). Appendix 4.1: Competencies for older workplace learners. In J. Moseley and J. Dessinger, *Training older workers and learners: Maximizing the performance of an aging workforce* (pp. 91-96). San Francisco: Pfeiffer & Co.
- Rothwell, W. (2007). Organization retention assessment. In E. Beich, *The 2007 Pfeiffer annual: Consulting* (pp. 177-188). San Francisco: Pfeiffer.
- Kim, Y., & Rothwell, W. (2007). Appreciative inquiry: Picturing a positive future. In E. Beich, *The 2007 Pfeiffer annual: Consulting* (pp.45-48). San Francisco: Pfeiffer.
- Payne, T., & Rothwell, W. (2007). What's the scenario? Using a planning tool. In E. Beich, *The 2007 Pfeiffer annual: Training* (pp. 51-54). San Francisco: Pfeiffer.
- Butler, M., & Rothwell, W. (2006). Chapter 13: Evaluating technology-assisted training: The foundations (pp. 211-235). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation*. San Francisco: Pfeiffer.
- Butler, M., & Rothwell, W. (2006). Chapter 14: Evaluating technology-assisted training: Ten key steps (pp. 237-259). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An*

- introductory guide to facilitating learning with technology—From planning through evaluation.* San Francisco: Pfeiffer.
- Hunt, D., & Rothwell, W. (2006). Chapter 1: Starting out: Using the instructional systems design (ISD) model (pp. 3-25). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation.* San Francisco: Pfeiffer.
- Hunt, D., & Rothwell, W. (2006). Chapter 2: Understanding the framework of technology-assisted training (pp. 27-35). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation.* San Francisco: Pfeiffer.
- Hunt, D., & Rothwell, W. (2006). Chapter 3: Using project management methods to oversee technology-assisted training interventions (pp. 37-68). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation.* San Francisco: Pfeiffer.
- Li, J., & Rothwell, W. (2006). Chapter 7: Designing interactive learning activities (pp. 121-136). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation.* San Francisco: Pfeiffer.
- Maldonado, C., & Rothwell, W. (2006). Chapter 8: Teleconferencing: Using audio conferencing, videoconferencing, and videophones (pp. 139-158). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation.* San Francisco: Pfeiffer.
- Maldonado, C., & Rothwell, W. (2006). Chapter 9: Using the web: Webcasting, web conferencing, and streaming technology (pp. 159-172). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation.* San Francisco: Pfeiffer.
- Maldonado, C., & Rothwell, W. (2006). Chapter 5: Using technology-assisted training in the classroom (pp. 81-101). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation.* San Francisco: Pfeiffer.
- Maldonado, C., & Rothwell, W. (2006). Chapter 6: Selecting media and building trainer competencies for technology-assisted training (pp. 103-119). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation.* San Francisco: Pfeiffer.
- Maldonado, C., & Rothwell, W. (2006). Chapter 15: Managing learning systems (pp. 261-270). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern,

- D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation*. San Francisco: Pfeiffer.
- Peters, K., & Rothwell, W. (2006). Chapter 4: Appreciating the foundations: Computer-mediated communication (pp. 71-79). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation*. San Francisco: Pfeiffer.
- Peters, K., & Rothwell, W. (2006). Making the case for technology-assisted training (pp. xxvii-xlii). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation*. San Francisco: Pfeiffer.
- Peters, K., & Rothwell, W. (2006). Chapter 16: Planning for the future (pp. 273-279). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation*. San Francisco: Pfeiffer.
- Peters, K., & Rothwell, W. (2006). Appendix A: Technology primer: What do trainers need to know about hardware? (pp. 305-310) In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation*. San Francisco: Pfeiffer.
- Peters, K., & Rothwell, W. (2006). Appendix B: Technology primer: What do trainers need to know about software? (pp. 311-318) In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation*. San Francisco: Pfeiffer.
- Peters, K., & Rothwell, W. (2006). Appendix C: Technology primer: What do trainers need to know about databases? (pp. 319-324) In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation*. San Francisco: Pfeiffer.
- Rothwell, W. (2006). Advance assessment and organizer (pp. xliii-xlviii). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation*. San Francisco: Pfeiffer.
- Rothwell, W. (2006). Chapter 10: Getting started in e-learning and blended learning (pp. 173-182). In Rothwell, W., Butler, M., Hunt, D., Li, J., Maldonado, C., Peters, K., with King Stern, D. J. (Eds.), *Handbook of training technologies: An introductory guide to facilitating learning with technology—From planning through evaluation*. San Francisco: Pfeiffer.
- Yan, X., & Rothwell, W. (2006). Motorola university: Transferring skills through strategic alliance. . In Harkins, P., Giber, D., Sobol, M., Tarquinio, M., & Carter, L. (Eds.), *Leading the global workforce: Best practices from Linkage, Inc.* (pp. 171-182). San Francisco: Jossey-Bass. [A reprint of an earlier work.]
- Messinger, R., & Rothwell, W. (2006). UNICEF: Globally developing in-house careers. In

- Harkins, P., Giber, D., Sobol, M., Tarquinio, M., & Carter, L. (Eds), *Leading the global workforce: Best practices from Linkage, Inc.* (pp. 219-229). San Francisco: Jossey-Bass. [A reprint of an earlier work.]
- Rothwell, W. (2005). What must you know about succession planning and management? In V. V. Ramani (Ed.), *Succession planning: Insights and experiences* (pp. 3-11). Hyderabad, India: ICFAI University Press.
- Rothwell, W., and Kim, Y. (2005). How are succession planning and management programs evaluated? In V. V. Ramani (Ed.), *Succession planning: Insights and experiences* (pp. 118-125). Hyderabad, India: ICFAI University Press.
- Rothwell, W. (2005). Reinventing the exit interview as a tool for succession planning and management. In V. V. Ramani (Ed.), *Succession planning: Insights and experiences* (pp. 126-132). Hyderabad, India: ICFAI University Press.
- Rothwell, W. (2005). Building healthy organizations by reinventing management. In *Creating a healthy organization* (pp. 50-53). Bangkok: The Personnel Management Association of Thailand.
- Rothwell, W. (2005). Creating a healthy organization by applying the principles of organization development (OD). In *Creating a healthy organization* (pp. 54-67). Bangkok: The Personnel Management Association of Thailand.
- Rothwell, W. (2005). Role survey of the human resources function. In *Tools for checking your organization's health* (pp. 8-9). Bangkok: The Personnel Management Association of Thailand.
- Rothwell, W. (2005). Organizational health survey. In *Tools for checking your organization's health* (pp. 6-7). Bangkok: The Personnel Management Association of Thailand.
- Worley, C., Rothwell, W., and Sullivan, R. (2005). Appendix I: A self-assessment tool for OD competencies. In W. Rothwell and R. Sullivan (Eds.), *Practicing organization development: A guide for consultants*, 2<sup>nd</sup> ed. (pp. 656-663). San Francisco: Wiley/Jossey-Bass/Pfeiffer & Co.
- Worley, C., Rothwell, W., and Sullivan, R. (2005). Competencies of OD practitioners. In W. Rothwell and R. Sullivan (Eds.), *Practicing organization development: A guide for consultants*, 2<sup>nd</sup> ed. (pp. 135-163). San Francisco: Wiley/Jossey-Bass/Pfeiffer & Co.
- Rothwell, W., and Sullivan, R. (2005). Using the HRD audit to build convergence between human resource management and organization development. In W. Rothwell and R. Sullivan (Eds.), *Practicing organization development: A guide for consultants*, 2<sup>nd</sup> ed. (pp. 106-134). San Francisco: Wiley/Jossey-Bass/Pfeiffer & Co.
- Rothwell, W., and Sullivan, R. (2005). Models for change. In W. Rothwell and R. Sullivan (Eds.), *Practicing organization development: A guide for consultants*, 2<sup>nd</sup> ed. (pp. 39-80). San Francisco: Wiley/Jossey-Bass/Pfeiffer & Co.
- Rothwell, W., and Sullivan, R. (2005). Organization development. In W. Rothwell and R. Sullivan (Eds.), *Practicing organization development: A guide for consultants*, 2<sup>nd</sup> ed. (pp. 9-38). San Francisco: Wiley/Jossey-Bass/Pfeiffer & Co.
- Rothwell, W., and Sullivan, R. (2005). Introduction. In W. Rothwell and R. Sullivan (Eds.), *Practicing organization development: A guide for consultants*, 2<sup>nd</sup> ed. (pp. 1-6). San Francisco: Wiley/Jossey-Bass/Pfeiffer & Co.



- 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.
- 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.
- Rothwell, W. (2004). Foreword. In James D. Klein, J. Michael Spector, Barbara Grabowski, and Ileana de la Teja (Eds.), *Instructor competencies: Standards for face-to-face, Online and blended settings* (pp. xiii-xv). Greenwich, CT: Information Age Publishing.
- Rothwell, W., Gerity, P., and Gaertner, E. (2004). Preface. In W. Rothwell, P. Gerity, and E. Gaertner (Eds). *Linking training to performance: A guide for workforce development professionals* (pp. ix – xii). Washington, DC: American Association of Community Colleges.
- Rothwell, W., and Gerity, P. (2004). Competencies for workforce developers. In W. Rothwell, P. Gerity, and E. Gaertner (Eds). *Linking training to performance: A guide for workforce development professionals* (pp. 33-48). Washington, DC: American Association of Community Colleges.
- Rothwell, W. (2004). Evaluating workforce development efforts. In W. Rothwell, P. Gerity, and E. Gaertner (Eds). *Linking training to performance: A guide for workforce development professionals* (pp. 115-118). Washington, DC: American Association of Community Colleges.
- Rothwell, W., and Gerity, P. (2004). Competency model for community college workforce developers. In W. Rothwell, P. Gerity, and E. Gaertner (Eds). *Linking training to performance: A guide for workforce development professionals* (pp. 139-144). Washington, DC: American Association of Community Colleges.
- Rothwell, W. (2004). Coaching check sheet for community college workforce developers. In W. Rothwell, P. Gerity, and E. Gaertner (Eds). *Linking training to performance: A guide for workforce development professionals* (pp. 161-170). Washington, DC: American Association of Community Colleges.
- Rothwell, W. (2004). Template 6: Interview guide for an initial meeting with a client. In W. Rothwell, P. Gerity, and E. Gaertner (Eds). *Linking training to performance: A guide for workforce development professionals* (pp. 186-187). Washington, DC: American Association of Community Colleges.
- Rothwell, W. (2004). Template 7: Worksheet for drafting proposals to clients. In W. Rothwell, P. Gerity, and E. Gaertner (Eds). *Linking training to performance: A guide for workforce development professionals* (p. 188). Washington, DC: American Association of Community Colleges.
- Rothwell, W. (2004). Template 10: Interview guide for mandated training program planning. In W. Rothwell, P. Gerity, and E. Gaertner (Eds). *Linking training to performance: A guide for workforce development professionals* (pp. 193-194). Washington, DC: American Association of Community Colleges.
- Rothwell, W. (2004). Template 11: Training agreement. In W. Rothwell, P. Gerity, and E. Gaertner (Eds). *Linking training to performance: A guide for workforce development*

- professionals* (pp. 195-198). Washington, DC: American Association of Community Colleges.
- Rothwell, W. (2004). Template 18: Questions to add to a training evaluation form. In W. Rothwell, P. Gerity, and E. Gaertner (Eds.), *Linking training to performance: A guide for workforce development professionals* (p. 211). Washington, DC: American Association of Community Colleges.
- Rothwell, W. (2003). Go beyond replacing executives and manage your work and values. In D. Ulrich, L. Carter, M. Goldsmith, J. Bolt & N. Smallwood (Eds.), *The change champion's field guide* (pp. 192-204). Waltham, MA: Best Practice Publications.
- Rothwell, W. (2002). United States of America. In M. Zanko (Ed.), *The handbook of human resource management policies and practices in Asia-Pacific Economies*, Vol. 1. Gloucester, UK: Edward Elgar Publishing Ltd. A reprint of Rothwell, W. (1999). United States of America in M. Zanko (Ed.), *Global advantage through people: Human resource management policies and practices in ten APEC economies*. Wollongong, Australia: International Business Research Institute, University of Wollongong.
- Sullivan, R., Fairburn, L., & Rothwell, W. (2002). The whole system transformation conference: Fast change for the 21st century (pp. 115-142). In S. Herman (Ed.), *Rewiring organizations for the networked economy: Organizing, managing, and leading in the information age*. San Francisco: Jossey-Bass/Pfeiffer.
- Rothwell, W. (2001). The future of instructional design. In L. Ukens (Ed.), *What smart trainers know: The secrets of success from the world's foremost experts* (pp. 189-201). San Francisco: Jossey-Bass/Pfeiffer.
- Rothwell, W. (2000). Instructional design basics. In *Trainersoft: Professional edition users guide*. No city: Trainersoft.
- Rothwell, W. (1999). United States of America (pp. 483-550). In M. Zanko (Ed.), *Global advantage through people: Human resource management policies and practices in ten APEC economies*. Wollongong, Australia: International Business Research Institute, University of Wollongong.
- Rothwell, W. (1999). Preface (pp. vii-x). In W. Rothwell & Kevin Sensenig (Eds.), *The sourcebook for self-directed learning*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1999). The trainer's role in self-directed learning (pp. 3-4). In W. Rothwell & Kevin Sensenig (Eds.), *The sourcebook for self-directed learning*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1999). The case study method reinvented for self-directed learning (pp. 157-162). In W. Rothwell & Kevin Sensenig (Eds.), *The sourcebook for self-directed learning*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1999). The role play reinvented for self-directed learning (pp. 163-164). In W. Rothwell & Kevin Sensenig (Eds.), *The sourcebook for self-directed learning*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1999). Learning by flowcharting (pp. 165-166). In W. Rothwell & Kevin Sensenig (Eds.), *The sourcebook for self-directed learning*. Amherst, MA: Human Resource Development Press.

- Rothwell, W. (1999). Learning from electronic mail (pp. 167-170). In W. Rothwell & Kevin Sensenig (Eds.), *The sourcebook for self-directed learning*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1999). Assessing selected competencies for self-directed learning (pp. 173-180). In W. Rothwell & Kevin Sensenig (Eds.), *The sourcebook for self-directed learning*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1999). The Rothwell self-directed on-the-job learning assessment instrument (2nd ed.) (pp. 181-190). In W. Rothwell & Kevin Sensenig (Eds.), *The sourcebook for self-directed learning*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1999). Planning for self-directed learning (pp. 191-194). In W. Rothwell & Kevin Sensenig (Eds.), *The sourcebook for self-directed learning*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (Ed.). (1998). *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Foreword: How to use the guide (pp. ii-vii). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Introduction to Part I (p. 9). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Standards (pp. 10-13). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Justification/rationale (p. 14). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Introduction to Part II (p. 15). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). A model for measuring service impact (pp. 16-21). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Frequently-asked questions about the process (pp. 22-28). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Introduction to Part III (pp. 29-30). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.

- Rothwell, W. (1998). Building relationships and effective customer relations (pp. 31-33). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Conducting a communitywide educational/training needs assessment (pp. 34-80). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Sales call outline/List of questions (pp. 81-83). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Additional questions for a sales call (pp. 84-88). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). An approach to forecasting return on investments (pp. 89-93). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). A worksheet for forecasting financial benefits of training (pp. 94-96). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Composite sample proposal (pp. 99-103). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Composite company contract (pp. 116-120). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Introduction to Part IV (p. 127). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). An overview of techniques to use to measure training/interventions during the interventions (pp. 128- 131). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Introduction to Part V (p. 135). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). The transfer of learning assessment instrument (pp. 147-163). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.

- Rothwell, W. (1998). Introduction to Part VI (p. 186). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Financial measurement interview guide (pp. 187-189). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). The success case method (pp. 190-192). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Introduction to Part VI (p. 221). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). A briefing on human performance improvement (pp. 222-228). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Introduction to Part VII (p. 221). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1998). Bibliography (pp. 229-237). In W. Rothwell (Ed.), *Creating, measuring & documenting service impact: A capacity building resource: Rationales, models, activities, techniques, instruments*. Columbus, OH: EnterpriseOhio Network.
- Rothwell, W. (1997). The manager's role in succession planning. In M. Silberman (Ed.), *Active training volume IV*. San Diego: Pfeiffer & Co.
- Rothwell, W. (1996). Preface: The development of the ASTD models for human performance improvement. In W. Rothwell (Ed.), *The ASTD models for human performance improvement: Roles, competencies and outputs*. Alexandria, VA: The American Society for Training & Development.
- Rothwell, W. (1996). Section 1: Describing the study. In W. Rothwell (Ed.), *The ASTD models for human performance improvement: Roles, competencies and outputs*. Alexandria, VA: The American Society for Training & Development.
- Rothwell, W. (1996). The human performance improvement process in brief. In W. Rothwell (Ed.), *The ASTD models for human performance improvement: Roles, competencies and outputs*. Alexandria, VA: The American Society for Training & Development.
- Rothwell, W. (1996). Roles, competencies, and outputs of human performance improvement work. In W. Rothwell (Ed.), *The ASTD models for human performance improvement: Roles, competencies and outputs*. Alexandria, VA: The American Society for Training & Development.
- Rothwell, W. (1996). Suggested audience and uses of *The ASTD models for human performance improvement*. In W. Rothwell (Ed.), *The ASTD models for human performance improvement: Roles, competencies and outputs*. Alexandria, VA: The American Society for Training & Development.

- Rothwell, W. (1996). Conclusion. In W. Rothwell (Ed.), *The ASTD models for human performance improvement: Roles, competencies and outputs*. Alexandria, VA: The American Society for Training & Development.
- Rothwell, W. (1996). Applications and references. In W. Rothwell (Ed.), *The ASTD models for human performance improvement: Roles, competencies and outputs*. Alexandria, VA: The American Society for Training & Development.
- Rothwell, W. (1996). Selecting and developing the professional HRD staff. In R. Craig (Ed.), *Training and development handbook* (4th ed.). New York: McGraw-Hill.
- Rothwell, W., Sullivan, R., & McLean, G. (1995). Introduction (pp. 3-46). In W. Rothwell, R. Sullivan & G. McLean (Eds.). *Practicing organization development: A handbook for consultants*. San Diego: Pfeiffer & Co.
- Rothwell, W., Sullivan, R., & McLean, G. (1995). Models for change and steps in action research (pp. 47-74). In W. Rothwell, R. Sullivan & G. McLean (Eds.). *Practicing organization development: A handbook for consultants*. San Diego: Pfeiffer & Co.
- McLean, G., Sullivan, R., & Rothwell, W. (1995). Evaluation (pp. 311-368). In W. Rothwell, R. Sullivan & G. McLean (Eds.). *Practicing organization development: A handbook for consultants*. San Diego: Pfeiffer & Co.
- DeVogel, S., Sullivan, R., McLean, G., & Rothwell, W. (1995). Ethics in OD (pp. 445-492). In W. Rothwell, R. Sullivan & G. McLean (Eds.). *Practicing organization development: A handbook for consultants*. San Diego: Pfeiffer & Co.
- Rothwell, W. (1995). Assessing the training needs of supervisors-turned-team-leaders: The Americana insurance company case. In J. Phillips & E. Holton (Eds.), *In action: Needs assessment* (pp. 410-450). Alexandria, VA: The American Society for Training and Development.
- Rothwell, W., Sullivan, R., & McLean, G. (1995). Preface. In W. Rothwell, R. Sullivan & G. McLean (Eds.), *Practicing the art of organization development: A guide for consultants* (pp. xvii-xxvi). San Diego: Pfeiffer & Co.
- Rothwell, W., Sullivan, R., & McLean, G. (1995). Introduction. In W. Rothwell, R. Sullivan & G. McLean (Eds.), *Practicing the art of organization development: A handbook for consultants* (pp. 1-45). San Diego: Pfeiffer & Co.
- Rothwell, W., Sullivan, R., & McLean, G. (1995). Models for change and steps in action research. In W. Rothwell, R. Sullivan & G. McLean (Eds.), *Practicing the art of organization development: A handbook for consultants* (pp. 47-72). San Diego: Pfeiffer & Co.
- McLean, G., Sullivan, R., & Rothwell, W. (1995). Evaluation. In W. Rothwell, R. Sullivan & G. McLean (Eds.), *Practicing the art of organization development: A handbook for consultants* (pp. 311-368). San Diego: Pfeiffer & Co.
- DeVogel, S., McLean, G., Sullivan, R., & Rothwell, W. (1995). Ethics in OD. In W. Rothwell, R. Sullivan & G. McLean (Eds.), *Practicing the art of organization development: A handbook for consultants* (pp. 445-492). San Diego: Pfeiffer & Co.
- Rothwell, W. (1993). Doing more with less: Tips for training in downsized organizations. In *The ASTD National Technical and Skills training conference: Conference proceedings* (pp. 133-140). Alexandria, VA: The American Society for Training and Development.

- Rothwell, W. (1983). Planning for the future workforce and workplace. In H. Sredl & W. Rothwell (Eds.), *The workforce of the 80s: Developing the critical resource*. Washington, D. C.: American Society for Training and Development.
- Rothwell, W. (1983). A brief guide to the research paper. In A. Smith (Ed.), *The management program reader* (3rd ed.). Springfield, IL: Sangamon State University.
- Rothwell, W. (1983). Assessing attitudes about organizational communications. In W. Bucholtz (Ed.), *Communication training and consulting in business, industry and government*. Urbana, IL: American Business Communication Association.

### ***Instruments and Administrators' Guides***

- Rothwell, W. (2021). *Far transfer of training strategies: An assessment instrument*. Unpublished instrument.
- Rothwell, W. (2021). *Near transfer of training strategies: An assessment instrument*. Unpublished instrument.
- Rothwell, W. (2021). *Ways to improve online learning and meetings*. Unpublished instrument.
- Rothwell, W. (2013). Succession planning assessment instrument. See the link at: [www.halogensoftware.com/resources/succession-assessment/](http://www.halogensoftware.com/resources/succession-assessment/)
- Rothwell, W. (2007). A check sheet for assessing the organization's technical succession planning practices. In M. Sobol, P. Harkins and T. Conley (Eds.), *Linkage, Inc. Best practices for succession planning: Case studies, research, models, tools* (pp. 209-210). New York: John Wiley & Sons, Inc.
- Dubois, D., & Rothwell, W. (1996). *Developing the high-performance workplace: Administrator's handbook*. Amherst, MA: Human Resource Development Press.
- Dubois, D., & Rothwell, W. (1996). *Developing the high-performance workplace: Data collection instrument*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1996). *The just-in-time training assessment instrument: Administrator's handbook*. Amherst, MA: Human Resource Development Press.
- Rothwell, W. (1996). *The just-in-time training assessment instrument: Data collection instrument*. Amherst, MA: Human Resource Development Press.

### ***Role Play Game and Simulation***

- Rothwell, W. (2021). *Organization development and change: A role play game and simulation*. Cognella. [Looking for a publisher.]

### ***Articles Submitted***

- Rothwell, W., & Sadique, F. (2021, submitted). Facilitating social and organizational change. *Journal of Applied Behavioral Science*.

### ***Articles***

- Rothwell, W., & Park, C. (2021, June 4). Virtual group coaching: How to improve group relationships in remote work settings. *InfoQ*. See: <https://www.infoq.com/articles/virtual-coaching/>

- Rothwell, W. (2020, May 29). Is online college inferior? *Smerconish.com*. See: <https://www.smerconish.com/news/2020/5/29/is-online-college-inferior>
- Rothwell, W., & Singh, S. (2020, February). Guided success. *Indian Management*, pp. 68-71.
- Liang, C., Chang, C., Rothwell, W., & Shu, K. (2016). Influences of organizational culture on knowledge sharing in an online virtual community: Interactive effects of trust, communication and leadership. *Journal of Organizational and End User Computing*, 28(4), 14-31.
- Rothwell, W. (2016, February 16). Enhance your succession plan with the nine box grid. See: <http://playbook.amanet.org/enhance-your-succession-plan-with-the-nine-box-grid/>
- Rothwell, W. (2016, February 10). Businesses must plan for succession. *Patriot News* [Harrisburg, PA], pp. 13-14.
- Rothwell, W. (2016, January 14). Four challenges with succession planning. See: <http://playbook.amanet.org/challenges-with-succession-planning/>
- Rothwell, W. (2015, October 24). Strategies for measuring talent gaps globally. See: <https://www.td.org/Publications/Newsletters/Links/2015/10/Strategies-for-Measuring-Talent-Gaps-Globally?>
- Rothwell, W. (2015, February). Organization and individual competencies: Meanings and challenges. *People Manager*, p. 7.
- Rothwell, W. (2014, April). The role of HR in building organizational capability. *People Manager*, p. 23.
- Rothwell, W. (2014). Organization development (OD) and change management (CM): Whole system transformation. *ARTDO HRD Focus*, 15(11), 3, 7.
- Rothwell, W. (2014, July). The role of performance management in talent management: New thinking and directions. [http://us7.campaign-archive2.com/?u=9cca0611c0b72036b9bd44233&id=b610c4a3b6&e=\[UNIQID\]](http://us7.campaign-archive2.com/?u=9cca0611c0b72036b9bd44233&id=b610c4a3b6&e=[UNIQID])
- Rothwell, W., & Li, A. (2014, May). What is social relationship succession planning? *Corporate University* [Translated into Chinese], pp. 85-87.
- Rothwell, W., & Li, A. (2014, April). Which comes first: Talent or strategy? *Corporate University* [Translated into Chinese], pp. 93-94.
- Rothwell, W., & Li, A. (2014, March). OD and HPI: What's the difference? *Corporate University* [Translated into Chinese], pp. 90-91.
- Rothwell, W., & Li, A. (2014, February). What is talent? *Corporate University* [Translated into Chinese], pp. 96-97.
- Kim, Y., Williams, R., Rothwell, W., & Penaloza, P. (2014). A strategic model for technical talent management: A model based on a qualitative case study. *Performance Improvement Quarterly*, 26(4), 93 – 121.
- Sullivan, R., Rothwell, W., & Balasi, M. (2013). Organization development (OD) and change management (CM): Whole system transformation. *Development and Learning in Organizations*, 27(6), 18-23. [Article named Outstanding Article of 2013.]
- Rashed, A., Kim, W., Park, C. H., & Rothwell, W. J. (2013). A practical evaluation approach for OD interventions. *International Journal of Research in Management, Economics, and Commerce*, 3(3), 43-65. Retrieved from <http://www.indusedu.org/IJRMEC/March2013%28Pdf%29/4.pdf>
- Rothwell, W. (2013, 1 August). Encouraging participation in cross-cultural training. Global HRD Blog, ASTD. See: <http://www.astd.org/Publications/Blogs/Global-HRD-Blog/2013/08/Encouraging-Participation-in-Cross-Cultural-Training>



- Rothwell, W., Arneson, J., & Naughton, J. (2013, May). Examples of the proven value of the ASTD competency model. *ASTD Links*. See: [http://www.astd.org/Publications/Newsletters/ASTD-Links/ASTD-Links-Articles/2013/05/Examples-of-the-Proven-Value-of-the-ASTD-Competency-Model?CampaignCode=ar-2013.05.03-links-may1&email=wjr9%40psu.edu&utm\\_medium=email&utm\\_source=bronto&utm\\_campaign=ar-2013.05.03-links-may1](http://www.astd.org/Publications/Newsletters/ASTD-Links/ASTD-Links-Articles/2013/05/Examples-of-the-Proven-Value-of-the-ASTD-Competency-Model?CampaignCode=ar-2013.05.03-links-may1&email=wjr9%40psu.edu&utm_medium=email&utm_source=bronto&utm_campaign=ar-2013.05.03-links-may1)
- Rothwell, W. (2013, May). Rethinking work and workforce planning: Essential to building the leadership pipeline. *People Manager*, pp. 19, 23.
- Rashed, A., Kim, W., Park, C. H., & Rothwell, W. J. (2013). A practical evaluation approach for OD interventions. *International Journal of Research in Management, Economics, and Commerce*, 3(3), 61-83. Retrieved from <http://www.indusedu.org/IJRMEC/March2013%28Pdf%29/5.pdf>
- Sherwani, N., Yoder, E., & Rothwell, W. (2013). Perceptions of delivering training competency among Pakistani practitioners. Published in the *Proceedings of the 13th International Conference on Human Resource Development Research and Practice Across Europe* (hrdconference.fam.ulusiada.pt.) in the 2012 UFHRD Conference at the UNIVERSIDADE LUSÍADA DO PORTO, (Universidade Lusíada de Famalicão) 23-25 May 2012. See <http://www.ufhrd.co.uk/wordpress/wp-content/uploads/2012/11/UFHRD2012Vocational4.pdf>
- Arneson, J., Rothwell, W., & Naughton, J. (2013, January). Training and development competencies redefined to create competitive advantage. *T + D*, 42-47.
- Sullivan, R., Rothwell, W., & Balasi, J. (2012). The borderless organization, whose time has come. *ARTDO International HRD Focus*, 15(12), 6-7.
- Rothwell, W., & Corby, M. (2012). Personnel replacement planning in college unions: Doing more with less. *The Bulletin*, 80(5). doi: <http://www.acui.org/publications/bulletin/article.aspx?issue=36082&id=18819&terms=Replacement%20planning>
- Rothwell, W. (2012, July). Conducting the talent search. *People Manager* [Philippines], pp. 6, 8.
- Weiss, R. (2012, July 16). View from the learning executive: William J. Rothwell. LX [ASTD]. Downloaded from <http://www.astd.org/Publications/Newsletters/LX-Briefing/LXB-Archives.aspx> on 21 July 2012.
- Rothwell, W. (2012, July 3). Finding international training and consulting business. Blogs at ASTD at <http://www.astd.org/Publications/Blogs/Global-HRD-Blog/2012/07/Finding-International-Training-and-Consulting-Business.aspx>
- Rothwell, W. (2012, June 14). Probing question: What does 'corporate culture' mean? *Penn Live*. Published at <http://live.psu.edu/story/60068>
- Rothwell, W. (2012). 13 tips for training in other countries. *T + D*, 66(5), 38-42.
- Rothwell, W. (2012, April 3). Tips in working with translators. Posted on the ASTD International Blog at <http://www.astd.org/Home/Publications/Blogs/Global-HRD-Blog.aspx>
- Rothwell, W. (2012, February-March). Paradigms of the field once called "training." *Training: To reach the promised land-from learning to performance* [China], Special Report Column, 81-85.
- Rothwell, W. (2012). Talent management: Aligning your organisation with best practices in strategic and tactical talent management. *Training and Development* [Australia], 39(1), 6-7.

- Rothwell, W. (2012). Managing high flyers. JustHR. Presented at: <http://justhrasia.com/?p=238>
- Rothwell, W. (2012). Rethinking planning for the workforce. Presented at: <http://justhrasia.com/?p=68>
- Rothwell, W. (2011). Technical talent management: Capturing and transferring high professional knowledge. *Workforce Solutions Review*, 2(3), 43-45.
- Rothwell, W. (2011, July). The process of moving on. *Vertical System Reseller*, 10-11.
- Rothwell, W. (2011, July). The United States of protection laws. *The Human Factor*, 37.
- Rothwell, W. (2011). Replacement planning: A starting point for succession planning and talent management. *International Journal of Training and Development*, 15(1), 87-99.
- Rothwell, W. (2011, June). A new horizon for Organization Development: Strategic HR transformation. *People Manager*, pp. 6-7.
- Rothwell, W. (2011, April). The role of social media in training. *People Manager*, [no pages given].
- Rothwell, W., & Stavros, J. (2011). Introduction. *International Journal of Training and Development*, 15(1), 1-2.
- Rothwell, W. (2010, September). The future of succession planning. *T + D*, pp. 50-54.
- Rothwell, W. (2010, May). Organizational structure. *i3 Leadership Magazine*, p. 16.
- Rothwell, W. (2010, March). Ethics and the role of HR. *People Manager*, pp. 6-8.
- Wang, G., Rothwell, W., & Sun, J. (2009). Management development in China: A policy analysis. *International Journal of Training and Development*, 13(4), 205-220.
- Rothwell, W. (2009). Ethics, values and succession planning. *Management Systems Asia*, 1(5), 36-37.
- Rothwell, W. (2009). The individual's role in talent management. *Management Systems Asia*, 1(4), 38-39.
- Rothwell, W. (2009). Integrating succession planning with ethics and values. *The Linkage Leader*. Published online at [http://www.linkageinc.com/thinking/linkageleader/Documents/William\\_Rothwell\\_Integrating\\_Succession\\_Planning\\_with\\_Ethics\\_and\\_Values.pdf?CC=TLL09-EM10](http://www.linkageinc.com/thinking/linkageleader/Documents/William_Rothwell_Integrating_Succession_Planning_with_Ethics_and_Values.pdf?CC=TLL09-EM10)
- Rothwell, W. (2009). Getting a seat at the strategic table. *Management Systems Asia*, 1(3), 12.
- Rothwell, W. (2009, August). Succession planning: To tell or not to tell. *The Linkage Leader e-newsletter*.
- Rothwell, W. (2009, July). Retaining talent. *People Manager* [Philippines], pp. 5-7.
- Rothwell, W., and Raj, S. (2009, Summer). HR transformation in challenging economic times. *HRKeystones*, pp. 13-17.
- Rothwell, W. (2009). HR transformation in tough times. *People Dynamics* [South Africa], 27(5), 23-24.
- Rothwell, W., & Raj, S. (2009, May). HR transformation in challenging economic times. *HRM Review*, pp. 59-62.
- Rothwell, W. (2009, March). After the recession: The war for talent becomes the battle for talent. Turkish translation. *HRDergi*, pp. 63-64.
- Rothwell, W. (2008). Leveraging the talent of high professionals and transferring their knowledge. *Asian Quality*, 3(4), 66-67.
- Rothwell, W. (2008). A new horizon for HR management: HR transformation. *The Linkage Leader*, November. Downloaded from [http://www.linkageinc.com/company/news\\_events/link\\_learn\\_enewsletter/archive/2008/TLL-OD-ROTHWELL-1108.PDF?CC=TLL08-EM11](http://www.linkageinc.com/company/news_events/link_learn_enewsletter/archive/2008/TLL-OD-ROTHWELL-1108.PDF?CC=TLL08-EM11)

- Rothwell, W. (2008). Next generation talent management. *HRM Review*, 8(10), 10-16.
- Rothwell, W. (2008). Next generation talent management: A global challenge. *Asian Quality*, 3(3), 46, 48, 49-51.
- Rothwell, W. (2008). Tapping the retiree workforce to meet talent needs. *Asian Quality*, 3(3), 66.
- Rothwell, W., and Lin, G. (2008). What is the future of organization development? *NHRD Network Journal*, 2(3), 160-164.
- Rothwell, W. (2008, July). The secret crisis: Managing the loss of institutional memory. *Link & Learn e-newsletter*. Downloaded from [http://www.linkageinc.com/company/news\\_events/link\\_learn\\_enewsletter/archive/2008/0807\\_Secret\\_Crisis.aspx?CC=LinkLearn08-EM7](http://www.linkageinc.com/company/news_events/link_learn_enewsletter/archive/2008/0807_Secret_Crisis.aspx?CC=LinkLearn08-EM7)
- Rothwell, W. (2008, May-June). Improving the performance of performance management. *Asian Quality*, 3(1), 42-47.
- Rothwell, W. (2008, April). Improving the performance of performance management. *HR dergi* (in Turkish), pp. 42-47.
- Rothwell, W. (2007). How do you know who has potential? *Asian Quality*, 2(4), 52-55.
- Rothwell, W. (2007). Social relationship succession planning: A neglected but important issue?. *Asian Quality*, 2(4), 34-36.
- Rothwell, W. (2005, October). A state-of-the-art approach to succession planning and management. *Executive Matters*, p. 2.
- Rothwell, W., & Payne, T. (2005). Emerging global issues in human resource management. *HR Review*, 5(10), 75-86.
- Rothwell, W. (2005, July). Do managers of high fliers need highflier skills? *Careerjournal.com* at <http://www.careerjournal.com/hrcenter/ipma/20050727-ipma.html>
- Rothwell, W. (2005, June 15). Workplace climate: The key to learning organizations. *People at work*, 1-3.
- Rothwell, W. (2005). Workplace learning competence: A new horizon. *ARTDO HRD Focus*, 15(2), 3-5.
- Rothwell, W. (2005). Editorial and introduction. *International Journal of Training and Development*, 9(1), 2-5.
- Vicere, A. (24 Dec. 2004). Leadership resolutions can make a difference. See [http://www.shns.com/shns/g\\_index2.cfm?action=detail&pk=CEOCORNER-12-24-04](http://www.shns.com/shns/g_index2.cfm?action=detail&pk=CEOCORNER-12-24-04)
- Rothwell, W. (2004). Scaling the great wall: Training in China. *Training*, 41(12), 32-34, 76-78, 80.
- Rothwell, W., and Poduch, S. (2004). Introducing technical (not managerial) succession planning. *Public Personnel Management*, 33(4), 405-420.
- Rothwell, W., and Wellins, R. (2004). Mapping your future. *T + D*, 58(5), 94-101.
- Rothwell, W. (2004). In print: Training ain't performance. *The Canadian Learning Journal*, 8(2), 5.
- Rothwell, W., & Al-Hamli, N. (2004). Workplace learning and performance competencies and roles as perceived by practitioners in the United Arab Emirates. *International Journal of Vocational Education and Training*, 12(2), 65-81.
- Davis, P., Naughton, J., & Rothwell, W. (2004). Landmark study: New roles and new competencies for the profession. *T + D*, 58(4), 26-37.
- Dubois, D., and Rothwell, W. (2004). Competency-based or a traditional approach to training?

- T + D*, 58(4), 46-57.
- Rothwell, W. (2004, March). What's special about CEO succession? *Global CEO Magazine [India]*, Special Issue, pp. 15-20.
- Rothwell, W. (2004). Knowledge transfer: 12 strategies for succession management. *IPMA-HR News*, pp. 10-12.
- Rothwell, W., and Wang, W. (2004, February). ¿Qué está pasando en el campo de la capacitación en China? *C & D [Chile]*, pp. 86-89.
- Rothwell, W. (2003). Competency-based succession planning: Do I fit in? The individual's role in succession planning. *Career Planning and Adult Development Journal*, 18(4), 120-135.
- Rothwell, W. (2003). Succession planning and management in government: Dreaming the impossible dream. *IPMA-HR News*, 69(10), 1, 7 - 9.
- Rothwell, W., & Faust, C. (2003). *Managing the quiet crisis: The impact of an effective succession plan: Leveraging web-based human capital management systems to plan for the future and manage the talent pool today*. Published online at <http://www.softscape.com/whitepapers/whitepapers.htm>.
- Rothwell, W. (2003, September). "Beyond succession management: New directions and fresh approaches." *Linkage Link and Learn Newsletter* published at [http://www.linkageinc.com/newsletter/archives/leadership/beyond\\_succession\\_rothwell.shtml](http://www.linkageinc.com/newsletter/archives/leadership/beyond_succession_rothwell.shtml).
- Vinas, T. (2003). On-the-job learning. [Article about research conducted on workplace learning by William J. Rothwell.] <http://www.industryweek.com/CurrentArticles/asp/articles.asp?ArticleId=1402> and also appearing in *Industry Week*, 252(4), 29.
- Vinas, T. (2003). Tech savvy, knowledge poor. [Article about the work of William J. Rothwell] <http://www.industryweek.com/CurrentArticles/asp/articles.asp?ArticleId=1402> and also appearing in *Industry Week*, 252(4), 28-29.
- Rothwell, W. (2003). Planning for success. *Strategic HR Review*, 2(3), 3.
- Rothwell, W. (2002). A worksheet for measuring competencies. *Workforce*. [Requires member log-in.] <http://www.workforce.com/archive/article/23/35/27.php>
- Rothwell, W. (2002). Capturando las lecciones de la experiencia: El desafío de la transferencia de conocimiento [Capturing the lessons of experience: Knowledge transfer is a special challenge in succession management]. . *C & D [Conocimiento & Dirección: Publicación para la Gestión del Capital Humano]*, 54, 74-77. [A journal on Human Resource Management published in Argentina.]
- Donovan-Wright, M. (2002). How to capitalize on competencies. [An interview with William J. Rothwell published at <http://www.workforce.com/section/09/feature/23/31/50/index.htm>]
- Rothwell, W. (2002). The do's and don'ts of competency modeling. *Workforce*. Published on the *Workforce* website at <http://www.workforce.com/section/09/feature/23/31/50/233152.htm>]
- Rothwell, W. (2002). How to put together a successful succession plan. *HR on Campus*, 5(8), 5.
- Rothwell, W. (2002). Start assessing retiring university officials at your university. *HR on Campus*, 5(8), 5.
- Rothwell, W. (2002, August 15.) Succession planning--it's not just for CEOs. *HR Briefing*, No. 3016, pp. 6-7.

- Rothwell, W., & Prescott, R. (2002). Succession planning not just for top execs. [http://www2.inc.com/leadership\\_and\\_strategy/advice/19644.html](http://www2.inc.com/leadership_and_strategy/advice/19644.html)
- Kolb, J. A. & Rothwell, W. J. (2002). Competencies of small group facilitators: What practitioners view as important. *Journal of European Industrial Training*, 26, 200-203.
- Rothwell, W. (2002). The success of succession planning. *Journal of Business Strategy*, 23(3), 32-37.
- Rothwell, W. (2002). Succession planning for future success: The quiet crisis of succession. *Strategic HR Review [Europe]*, 1(3), 30-33.
- Rothwell, W. (2001, November 2). Succession planning: Managing the quiet crisis. *The Strait Times [Singapore Newspaper Business Section]*, p. C38.
- Yan, J., Rothwell, W., & Webster, L. (November/December 2001). Transferring the soft skills technology of workplace learning and performance to China. *Performance Improvement*, 40(10), 18-23.
- Kolb, J., & Rothwell, W. (2001). Challenges and problems reported by small group facilitators. *Performance Improvement Quarterly*, 13(4), 122-136.
- Rothwell, W. (2000, June). What is OD? *CEO Magazine*. [Translated by Xuejun Qiao into Chinese from the English by William J. Rothwell.]
- Rothwell, W. (2000). Trends in succession management. The Linkage, Inc. eNewsletter -- Issue 2/15/00. Presented on the Web at "<http://www.linkageinc.com/newsletter26/research.htm>"
- Rothwell, W., & Lindholm, J. (1999). Competency identification, modeling and assessment in the USA. *International Journal of Training and Development*, 3(2), 90-105.
- Rothwell, W., & Kolb, J. (1999). Major workforce and workplace trends influencing the training and development field in the USA. *International Journal of Training and Development*, 3(1), 44-53.
- Rothwell, W., & Kolb, J. (1999). Major workforce and workplace trends influencing the training and development field in the U.S.A. *Nankai Business Review*, 10(3), 4-8.
- Rothwell, W., & Kolb, J. (1998). Current and projected HR/HRD needs in the People's Republic of China: Labor demand, professional development needs, and academic program priorities. *International Journal of Vocational Education and Training*, 6(1), 47-57.
- Rothwell, W. (1996, June). Problems with traditional approaches to training. *Training and Development Forum*, pp. 1-2.
- Anwar, S., & Rothwell, W. (1995). A study of the implementation of statistical process control (SPC)/statistical process control (SQC) methods in selected manufacturing organizations of Pennsylvania. *Journal of the Pennsylvania Academy of Sciences*, 69(1), 26-30.
- Lee, S., & Rothwell, W. (1995). Exploring HRD competencies in Taiwan: The results of a cross-cultural study. *International Journal of Vocational Education and Training*, 3(2), 5-20.
- Rothwell, W. (1995, April). Training in a changing workplace. *Trainer's Network*, pp. 2-3.
- Rothwell, W., & Kazanas, H. (1994). Planned management is effective management. *Performance and Instruction*, 33(7), 36-42.
- Rothwell, W. & Kazanas, H. (1994). Management development: The state of the art as perceived by HRD professionals. *Performance Improvement Quarterly*, 7(1), 40-59.
- Rothwell, W., & Kazanas, H. (1993). Developing management employees to cope with the moving target effect. *Performance and Instruction*, 32(8), 1-5.
- Rothwell, W. (1993, January). Ten strategies for rethinking how work is performed after downsizing. *Performance and Instruction*, 1-4.

- Rothwell, W., Kazanas, H., & Haines, D. (1992, December). Structured management job rotation programs. *Performance and Instruction*, pp. 36-41.
- Rothwell, W., Kazanas, H., & Haines, D. (1992). Issues and practices in management job rotation programs as perceived by HRD professionals. *Performance Improvement Quarterly*, 5(1), 49-69.
- Rothwell, W. (1991). Invited reaction: Thoughts about on-the-job training and on-the-job learning. *Human Resource Development Quarterly*, 2(4), 319-323.
- Rothwell, W. (1991). HRD and the Americans with disabilities act. *Training and Development*, 45(8), 45-47.
- Rothwell, W. & Kazanas, H. (1991). Informal learning -- Part II: How do managers develop cross-functional knowledge without planned job rotations? *Performance and Instruction*, 30(3), 6 - 10.
- Rothwell, W. & Kazanas, H. (1990). Structured on-the-job training as perceived by HRD professionals. *Performance Improvement Quarterly*, 3(3), 12-25.
- Rothwell, W. & Kazanas, H. (1990). Planned OJT is productive OJT. *Training and Development Journal*, 44(11), 53-56.
- Rothwell, W. & Brandenburg, D. (1990). Solutions to literacy deficiencies in the workplace: A survey of current practices. *Performance Improvement Quarterly*, 3(2), 16 - 28.
- Rothwell, W. & Kazanas, H. (1990). Informal learning in the workplace. *Performance and Instruction*, 29(3), 33 - 36.
- Rothwell, W. & Kazanas, H. (1990). Training: Key to strategic management. *Performance Improvement Quarterly*, 3(1), 42 - 56.
- Rothwell, W. (1989). Performance improvement methods and company policy: Should the tail wag the dog? *Performance and Instruction*, 28(10), 6 - 9.
- Rothwell, W. (1989). Complying with OSHA. *Training and Development Journal*, 43(5), 52- 54.
- Rothwell, W. & Kazanas, H. (1988). Curriculum planning for training: The state of the art. *Performance Improvement Quarterly*, 1(3), 2-16.
- Rothwell, W. & Kazanas, H. (1987). Participation: Key to integrating planning and training? *Performance and Instruction*, 26(9 & 10), 27-31.
- Rothwell, W. & Kazanas, H. (1986). Beyond competency models in training and development. *Performance and Instruction*, 25(8), 19-21.
- Rothwell, W. & Kazanas, H. (1986). The attitude survey as one approach to human resource strategic planning. *Journal of Managerial Psychology*, 2(2), 13-15.
- Rothwell, W. (1985). Administering the climate survey: A toolkit. *Journal of Technical Writing and Communication*, 15(4), 323-338.
- Rothwell, W. (1985). The case for external peer review. *Training and Development Journal*, 39(6), 78-80.
- Rothwell, W. (1985). A book review of Morgan McCall, Jr. and Robert Kaplan's *Whatever it takes*. *Personnel Administrator*, 30(6), 6.
- Rothwell, W. (1984). Strategic curriculum design for management training. *Journal of Management Development*, 3(3), 39-52.
- Rothwell, W. (1984). Applying critical theory and research to organization development. *Organization Development Journal*, 2(3), 25-27.

- Rothwell, W. (1984). Strategic needs assessment. *Performance and Instruction*, 23(5), 19-20.  
[A runner-up for NSPI's best article of the year.]
- Rothwell, W. (1984). Curriculum theory reconsidered: Strategic planning and organizational training. *Journal of Educational Technology Systems*, 12(4), 327-336.
- Rothwell, W. (1984). The business writing instructor as counselor. *Bulletin of the American Business Communication Association*, 47(3), 49-52. 191

***Consulting Newsletter for Rothwell & Associates, Inc. and Rothwell & Associates, LLC***

- Rothwell, W. (2014). Competency modeling as a foundation for talent management. *Rothwell View*, 1(6), 1-2.
- Rothwell, W. (2014). Securing management commitment for talent management. *Rothwell View*, 1(5), 1-2.
- Rothwell, W. (2014). Establishing accountability for talent management. *Rothwell View*, 1(4), 1-2.
- Rothwell, W. (2013). Roles in talent management. *Rothwell View*, 1(3), 1-2.
- Rothwell, W. (2013). Goals in talent management. *Rothwell View*, 1(2), 1-2.
- Rothwell, W. (2013). The Chicken or the egg: Which comes first, talent or strategy? *Rothwell View*, 1(1), 1-2.