

Joseph A. Cook, Ph.D.

Professional History

Dr. Joseph Allen Cook is Senior Consultant for RHR International who brings 25 years of leadership and organizational development experience to his clients. He is currently on assignment in Shanghai, China, where he serves Asia Pacific clients and coordinates with RHR's equity partner, Mobley Group Pacific. He possesses a broad base of management consulting skills which include: managerial and executive assessment and development; organizational and team development; assessing and developing high-potentials; and making mergers and acquisitions work. He has assessed and coached managers who are Chinese, Australian, French, Swiss, American and German.

Credentials & Professional Associations

- PhD in Psychology from the University of Tennessee with an emphasis in Industrial/ Organizational Psychology
- B.A. degree in Psychology from Birmingham-Southern College
- Member of American Association, and the Division of Consulting Psychologists

Coaching Approach

Most of what I have learned about leadership has been from assessing and coaching literally hundreds of managers and executives over the last 25 years. One thing that I have learned is that there is no one best way to lead successfully. There are however, some distinctive characteristics of effective executives. One is that they gradually find a leadership style that is consistent with their basic personality and values, and then they adapt it to the current needs of the organization. They leverage their strengths and neutralize their weaknesses. Secondly, they have a lifelong desire to learn and continuously improve. As a coach I believe that my job is to serve as a guide on this journey. As an organizational psychologist I use questions to stimulate reflection and challenge assumptions, I am also comfortable going beyond insight and to give specific advice and tips based on what I have learned from some great teachers- my clients.

Professional Experience

- Executive Coach, Mobley Group Pacific, 2008 - present
- Senior Consultant, RHR International, 1986 - present



Coaching Focus

Executive Integration
Leadership Impact
Personal Growth

Industry & Sector Knowledge

Banking
Health care
Manufacturing
Security systems
Food Service and
distribution
Energy