



**WILLIAM H. MOBLEY, PH.D.**

*Dr. Mobley has devoted his career to the development and effectiveness of leaders and organizations. He has served as corporate manager of HR research and succession planning; a university professor, dean and president; founder of three companies; an organizational consultant and executive coach. For the past 11 years he has resided in Asia where he started the Global Research Consortia (GRC); launched the PDI Hong Kong and Shanghai offices and led PDI A/P; For the past three years, has led his own firm, working with a number of multinational firms on executive talent development and coaching; organizational culture and change; and organizational effectiveness with particular emphasis on the Asia Pacific region. He has recently published an article on his organizational culture work in China (Harvard Business Review China, March, 2005) and is executive editor of Advances in Global Leadership, JAI/Elsevier, 2005, 2003, 2001, 1999).*

◆ **Executive Assessment**

- Blending psychology and business acumen to identify both strengths and risk factors in on-boarding or transitioning executives.
- Identify and prioritize individual development needs
- Assess fit among individual competencies, position and cultural requirements
- Identify potential derailment factors and preventive strategies
- Identify executive team talent pool, bench strength and pipelines

◆ **Leadership Team Coaching**

- Facilitate strategic visioning
- Aligning strategy, execution, customer and talent perspectives
- Conflict management
- Restructuring
- Intercultural effectiveness

◆ **Executive Coaching**

- Serve as a mirror and probe of apparent and latent strengths as well a blind spots and development needs for increasing individual and organizational effectiveness
- Transition coaching
- Targeted coaching, e.g. anger management, upward influence, relationship skills, adaptability, communication skills.....
- Leading across boundaries with impact
- Distance and virtual leadership and teaming
- Intercultural effectiveness

◆ **Corporate Culture and Change**

- Organizational culture diagnosis and assessment
- Effectively blending corporate and societal cultures in JV, M & A, and strategic alliance settings
- Designing and implementing sustainable change
- Evaluating effectiveness of change initiatives
- Strategic talent retention



上海威埃励企业管理咨询有限公司  
Mobley Group Pacific Limited (Shanghai) Co., Ltd.

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**Professional  
Experience**

**Managing Director, Mobley Group Pacific**

Shanghai and Hong Kong, 2002-present

Executive coaching, executive assessment for selection, development and transition; organizational culture, change and effectiveness for multinational firms operating the China and the Asia Pacific region. Clients include: global energy company (executive coaching); global high tech company (executive coaching); global consumer products company (executive assessments, coaching, development planning, talent pool inventory, organizational culture assessment and change); global office furniture company (leadership team development; organizational culture and change, coaching). Strategic alliances with Vandaveer Group, RHR International, and Denison Consulting.

**Professor of Management and Advisor for Executive Education, China Europe  
International Business School (CEIBS)**

Shanghai, 2002-present

Teach MBA, EMBA and in company executive programs on leadership and change. Serve as Program Director for in-company executive programs for: VW Emerging Markets, IBM A/P, Jardine Matheson, and Emerson China.

**Managing Director, PDI Asia Pacific**

Hong Kong, 1998-2004

Founded and directed the PDI offices in Hong Kong and Shanghai and oversaw other PDI offices in Tokyo, Singapore and Sydney. Executive assessment for selection and development, strategic talent management, executive coaching for multinational firms in the energy, high tech, telecommunications, financial services and pharmaceutical sectors in A/P. Major projects included leading the development of senior leadership team in China with the merger of three energy companies; assessments, development planning and coaching of A/P leadership talent of a global beverage company, a global energy company and a global five-star hotel chain.

**Founder and President, Global Research Consortia (GRC)**

Hong Kong, Dallas & London, 1994-2002

A consortium of multi-national firms focused on increasing organizational effectiveness in emerging markets. Members included BP, Shell, IBM, H-P, Motorola, Agilent, PPG, Coca-Cola, MCI-WorldCom, Mandarin Oriental Hotel Group, among others. GRC later absorbed into PDI as a Hong Kong based subsidiary. Executed successful projects in JV effectiveness in China, accelerating leadership development in emerging markets, derailment of expat executives; effective influence tactics in emerging markets; intercultural relationship skills; validity of personality and leadership assessments in Asia cultures.

**Texas A & M University**

College Station, TX 1980-1994

Professor of Organizational Behavior, 1980-1994

Head, Department of Management, 1980-1982



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Dean College of Business, 1982-1986

Deputy Chancellor, 1986-1987

President, 1988-1993

Chancellor, 1993-1994

President Emeritus, 2000-present

**Others**

- Mobley Group, I/O Psychologists, 1973-1988; reactivated as Mobley Group Pacific, 2002-present.
- University of South Carolina, Professor of Organizational Behavior, 1973-1980
- Carnegie Mellon University, Adjunct Professor, 1971-1973
- PPG Industries, Manager HR Research & Succession Planning, 1971-1973
- Ph.D. in Industrial/Organizational Psychology, University of Maryland, 1971
- Registered Psychologist, Hong Kong, 2000-present
- Fellow – American Psychological Association (APA)
- Fellow – American Psychological Society (APS)
- Fellow – Society for Industrial/Organizational Psychology (SIOP)
- Visiting Fellow, Cornell University, CAHRS, 1994
- US Representative, Pacific Economic Cooperation Council (PECC), 1998-present
- Organizing Committee, China-US Relations Conference, US, 2004; Beijing, 2005
- Honorary Professor, Chinese University of Hong Kong, 2002-present
- Honorary Professor, University of the Americas, Pueblo, Mexico, 1988-present
- Senior Fulbright Scholar, National Taiwan University, 1978-79.

***Professional  
Credentials***

***Professional  
Associations***

- Industrial/Organizational Division of the American Psychological Association
- China Business Research Association
- International Association of Applied Psychology
- Academy of Management
- Shanghai AMCHAM, T & D Committee