
Michael Woodard, Ph.D.
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of Management
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Education

Ph.D. Capella University, 2022.

Title: *THE RELATIONSHIP BETWEEN SITUATIONAL LEADERSHIP II BEHAVIORS AND NEW EMPLOYEE ENGAGEMENT*

M.A. Webster University, 1996.

B.S. Aquinas College, 1987.

ACADEMIC APPOINTMENTS/SIGNIFICANT WORK EXPERIENCE

Courses Taught

Courses from the Teaching Schedule: Business Negotiations (Bachelors), Fundamentals of Computer Applications (Bachelors), Human Resource Management (Bachelors), Independent Study in Management (Bachelors), Principles of Management (Bachelors), Staffing & Talent Development (Bachelors)

Non-Academic Experience

Director of Learning and Talent Development, United Distributors (March, 2018 - September, 2022), Smyrna, Georgia. Led the development of the first-ever formal learning and talent development function servicing 1,500 associates across three states

Director of Global Talent Development, AECOM (June, 2017 - March, 2018), Atlanta, Georgia. Developed the global learning and talent strategy for 12,000 global employees.

Director of Global Talent Development, General Electric (May, 2013 - June, 2017), Atlanta, Georgia. Led a global talent and learning team of 6 internal professionals and 12 external training partners and a budget of \$5.2M serving such functional areas as: Sales, Marketing, Product Development, Legal, Customer Operations, Finance and Leadership.

Owner and Principle Consultant, Return on People Development (December, 2011 - March, 2013), Atlanta, Georgia. Delivered Talent and Training Strategy, Curriculum Development, Leadership Development, Sales, and Customer Service training to consumer products goods companies, distributors, and brokers.

Director of Global Talent & Learning, SC Johnson (December, 2010 - December, 2011), Racine, Wisconsin. Implemented a new customer engagement strategy, and was part of the executive leadership team that outsourced all sales and marketing professionals to a brokerage organization.

Senior Manager, PepsiCo Customer Management University, PepsiCo (January, 2003 - January, 2007), Chicago, Illinois. Leading a virtual team of 7. We developed the PepsiCo Customer Management University (CMU), the first global cross-divisional talent and learning function within PepsiCo.

Director, North American Learning & Performance Development, The Gillette Company (January, 1998 - January, 2003), Boston, Massachusetts. Led a talent and learning team of 12 professionals serving 34,000 employees across Sales, Legal, Marketing, Product Knowledge, Customer Operations, Finance and Leadership with a budget of \$7.5M.

Director of Learning and Talent Development, Tenneco Packaging Company (Formerly Amoco Foam Products, Inc.) (January, 1993 - January, 1998), Chicago, Illinois. Developed and led a talent and learning team of 3 professionals serving 2,000 employees across Sales, Marketing, Product Knowledge, Customer Service, and Leadership with a budget of \$1.1M.

PROFESSIONAL ACTIVITIES

Refereed Articles

Applied or Integrative/application Scholarship

Woodard, M., & Hyatt, K. (2024). The Relationship Between Coaching Behaviors by Situational Leaders and New Employee Engagement. *Strategy & Leadership*.

SERVICE

Service to the Community

Member of an Association

2023-2024: Association for Talent Development, Our members and customers are professionals who help others achieve their full potential by improving their knowledge, skills, and abilities in the workplace. They go by many titles: talent development managers, trainers, instructional designers, performance consultants, frontline managers, workplace learning professionals, and more. ATD's members come from more than 120 countries and work in organizations of all sizes and in all industry sectors. Interested in learning more about [membership](#)? You can also join a [local chapter](#) or find out about international membership.

Professional member since 1998. Presented at conferences in 1999, 2002, 2005, 2007, 2009, 2010, and 2017.

2023-2024: American Management Association, AMA is an international, nonprofit, membership-based association that provides a broad range of management development and educational services to individuals and organizations.

- AMA provides individuals and organizations worldwide with the knowledge, skills, and tools to achieve performance excellence, adapt to changing realities, and prosper in a complex and competitive world.
- AMA serves as a forum for the exchange of the leading concepts, ideas, and insights on management practices and trends.
- AMA maintains the highest commitment to ethical business practices, high-quality products and services, and the well-being of its customers, members, and employees.

2023-2024: Southern Management Association, The history of the Southern Management Association (SMA) may be traced almost as far back as the founding of the Academy of Management. The notion of forming an "Academy of Management" began to gain currency in 1933, with its initial organization meeting taking place

in 1936. On October 29, 1938, the idea of a Southern association of management scholars was born, with management papers presented at a meeting of the Southern Economic Association (SEA) in Birmingham, Alabama. Thirteen years were to pass, however, before a second set of management papers was presented at the SEA annual meeting on November 17, 1951, in Knoxville, Tennessee. Particularly influential among this early group of management scholars were Gustav T. "Gus" Schwenning (University of North Carolina at Chapel Hill), Edward H. "Andy" Anderson (University of Alabama), and Howard R. "Ted" Smith (University of Georgia). Andy was SEA president in 1955-56. Gus was a long-time managing editor of the *Southern Economic Journal* and a former SEA president (1947-48). Ted was SEA president in 1957-58, and founding chair of the University of Georgia's Department of Management. During the 1950s, management papers were presented more regularly – in 1952, 1954, 1956, 1957, and 1958 – and the possibility of a separate management program began to materialize.

The goal of a separate management program was realized in Atlanta, Georgia, on November 18, 1960, when Claude S. George, Jr. (University of North Carolina at Chapel Hill), became the first Program Chair of the first full-fledged management program at an SEA meeting. This program included a seminar on "Managements Responsibilities," a panel discussion on "Educating 1960s Managers," and a luncheon address, "Research in Management" by Maurice D. Kilbridge (University of Chicago).

Other Community Service Activities

2023-2024: Distributive Education Club of America (DECA), Volunteered as a judge for their final business presentation.

Participant in Civic Organizations

2023-2024: Georgia LEARNS, LLC., The Georgia LEARNS(sm) initiative is focused on identifying and supporting projects that bring tangible improvements to learning across all spectrums. These projects are likely to start in Georgia and will have global impact. Board member, and annual presenter at conference.

2022-2023: 3DE Junior Achievement volunteer - Dalton Academy, Coaching High School Juniors and Seniors in a business innovation challenge. Along with judging the final presentations.

Service to the Campus

College Assignments

Member:

2023-2024: Strategic Planning Committee

2023-2024: Assurance of Learning Committee

University Assignments

Member:

2023-2024: Strategic Enrollment Management (SEM) Committee

Last updated by member on 19-Feb-24 (03:58 PM)