

Carl Mack, Jr., PhD – CPS HR Consulting

PHILOSOPHY STATEMENT

I believe in, understand, and seek out the unique potential for success that exists within all people. I also believe that the success of individuals, teams, units and organizations are interrelated. With strategic planning the organization and its workplace can reflect the results of empowerment and engagement. I enjoy working collaboratively on all levels of an organization to create workplace environments where people are connected, committed, and productive. While assisting and consulting to organizational change I keep in focus the inter-relationship of atmosphere, leadership influence, climate, and organizational culture. One joyful interest is to integrate the issues of human diversity into the process of consulting. We are all cultural beings to some extent and reflect our beliefs and values that “shape” our work relationships and determine how diversity can be effectively integrated into the culture of the work place.



AREAS OF EXPERTISE/RESULTS

- Executive Coaching and Leadership Development
- Strategic Planning
- Small & Large Group Interventions
- Facilitation and Consensus Building
- Whole Systems Consultation and Interventions

EXPERIENCE / SELECTED PROJECTS

- Faculty, California School of Professional Psychology, Alliant International University, Sacramento, CA. I have been connected to CSPP off and on since 1972 as a Program Director and faculty member managing and teaching organization development, group dynamics, coaching and self-development, and systems approaches to intervention.
- Program Director, Organization Development Doctorate Program, Organizational Psychology, Marshall Goldsmith School of Management, Alliant International University, Fresno & Sacramento, CA. After retiring as a public school superintendent, I served for seven years, as the Program Director, Organizational Psychology, and supervised its movement from the Alameda Campus to the San Francisco campus.
- Superintendent of Public Schools, Del Paso Heights School District, Sacramento, CA. I served as a public school superintendent for 22 years. During that time the district grew from 800 to 3,000 students.
- Department Chair, University of California, Berkeley and University of California, Davis. I served as the chair of the UC, Berkeley Ethnic Studies Department for two years and the chair of the African and African American Studies Program for four years.
- Director, Field Placement, California School of Professional Psychology, San Francisco, CA. I was the founding director of the field placement office and developed the initial contracts with local mental health agencies and psychological institutes for internships and practicum for doctorate level clinical psychology students. I served in this capacity for three years.

CREDENTIALS

- BA, MA, PhD, Sociology, University of California, Berkeley
- Advance Trainer & Practitioner, Cognitive Coaching & Leadership, Center for Cognitive Coaching, Highlands Ranch, CO
- Facilitator, Technology of Facilitation Methods and Secrets to Implementation, the Institute of Cultural Affairs (ICA), Chicago, Ill.
- Consultant, Organization Development and Consulting, Krannert School of Management, Purdue University
- Associate, Large and Small Group Intervention and Consultation, The A. K. Rice Institute for the Study of Social Systems, Rainier, WA
- Executive Trainer: Diversity, Authority and Leadership, Hansom Associates, Berkeley, CA

SELECTED CLIENTS

- Peregrine Project Preschool
- Early Academic Outreach Program
- Saybrook University
- California GEAR UP for College
- Alameda County Department of County Health
- STAND! Against Domestic Violence

Contact the Alliance at 206-616-8461 OR alliance@u.washington.edu.