



## **Extended Biography: Rupert A. Hayles, Jr., Ph.D.**

Dr. Hayles is the President of Roberts Wesleyan University and Northeastern Seminary. He is the former President of Pillar College, having previously served as Chief Operating Officer. He is also the Founder and Chairman of Organization and People Dynamics, Inc., an organizational consultancy focusing on emotional and leadership development under the auspices of The Center for Emotional Development and the Center for Emotional and Spiritual Development. He is the former Chief Operating Officer of a 10,000-member and a 3,500-member organization. He is one of the founding members of the board of the Movement.Org (formerly the New York City Leadership Center) and chief architect of Advance Leadership Intensive (formerly Leadership Fellows Program), a program dedicated to developing leaders in the for-purpose and social sectors.

He is a board member of The Commission on Independent Colleges and Universities in New York and Emotionally Healthy Discipleship, a global organization. He has coached executives in for-profit and for-purpose organizations. He has over thirty years of experience in strategic management from organizations such as Cytec Industries, Prudential Financial, Christ Church, and Merck Pharmaceutical. He served as an Officer in the United States Air Force. He received his Ph.D. from Regent University, specializing in leadership, change management, and emotional intelligence. He has an MBA from The Wharton School of the University of Pennsylvania in Decision Sciences and Finance and a BS from Seton Hall University in Accounting and Information Technology. He is a previous lecturer and adjunct professor for the American Management Association and Stillman School of Business, Seton Hall University, and Pillar College. Dr. Hayles is the author of *Practical Strategy: Aligning Business with Information Technology* and *Emotional Intelligence and the Church*. He, his wonderful wife Maryann, and children Stephen and Savannah live in Rochester, New York.

Dr. Hayles' specialties, research interests, and certifications for individuals, teams, and organizations are:

- Emotional Intelligence and Organizational Leadership
- Emotional Intelligence and Christian Virtues
- Cultural Intelligence and Leadership
- Organizational Culture and Transition Management
- Authentic Leadership within Organizational Types
- BarOn Emotional Quotient Inventory (EQ-I and EQ-360) Assessment
- Team Emotional and Social Intelligence (TESI) Assessment
- Duncan Strategic Organizational Planning Framework
- Maslach Burnout Index (MBI) Assessment and Deployment
- Team Leadership Development through Team Dysfunction
- William Bridges Transition Framework for Organizational Change
- William Bridges Transition Framework for Individual Transition