



Vergil L. Metts, Ph.D.

Summary of Qualifications

Dr. Metts specializes in leadership development, organization development and teambuilding, assessment of organizational culture, management skills assessment and development, career development, succession planning, and emotional intelligence. Dr. Metts earned a Ph.D. in industrial/organizational psychology and has over 25 years' experience as both an internal resource and an external consultant for a variety of public and private-sector organizations. He serves as a coach with Yale University's Executive Development Program, and is a member of the NeuroLeadership Institute. He is qualified in the use of the Myers-Briggs Type Indicator™ (MBTI) and certified in SYMLOG™, the EQ-i™, and MSCEIT™, Executive Dimensions®, and many other assessment instruments. Dr. Metts is a recipient of the 2010 Dorland Health People Awards, recognizing outstanding contributions to leadership excellence in the U.S. healthcare community.

Work Experience/Activities

- Led the design and implementation of a cultural and diversity assessment program for a 17,000 member organization.
- Designed, implemented, and administered a system of succession planning for over 300 key management positions in an organization of 27,000 members.
- Led the design of a career development system for 20,000 employees.
- Designed and facilitated implementation of a wage and salary system for a regional banking system.
- Designed and delivered custom training programs on change management, team facilitation, process management, creativity, diversity, emotional intelligence, and many other topics for thousands of participants.
- Designed, conducted, and administered developmental assessment centers for senior and mid-level managers in the U.S. and Thailand.
- Provided outplacement consultation and services to mid-level managers and executives.
- Designed, implemented, and administered a 360-degree management skills feedback system.
- Facilitated development of organizational vision, teambuilding, strategic planning, and other effectiveness-related activities for groups at all organizational levels.
- Facilitated the redesign of development drilling processes at Prudhoe Bay oil field resulting in projected savings of \$1 million per year.
- Developed best practices team policies and procedures handbook for worldwide use in a major petrochemical company.
- Developed and facilitated implementation of key components of an integrated HR management system in Thailand.
- Provided individual assessment and coaching to enhance overall leadership skills for senior-level executives in multi-national companies.
- Provided development and individual coaching for participants in Yale University's Executive Development Program.

Work History

1999 – Present	Impact Associates, Inc.	President & CEO
1995 – 1999	Tennessee Associates International	Senior Consultant
1993 – 1995	Tennessee Valley Authority	Manager, Research & Assessment Services
1992 – 1993	Tennessee Valley Authority	Manager, Performance Management
1987 – 1992	Tennessee Valley Authority	Manager, Succession Planning Systems
1987 – 1992	Performance Technologies	Vice President and Senior Consultant
1986 – 1987	Tennessee Valley Authority	Development Specialist
1983 – 1985	Tennessee Valley Authority	Research and Analysis Specialist
1983	University of Tennessee	Instructor, Management