

About Paul Camper and a sustainable way™



paul camper

Paul M. Camper, Ph.D., MSOD is an Organization Development (OD) consultant and Clinical Psychologist who has provided **Management Consulting and Organization Development Services** to governmental, non-profit, and commercial businesses and organizations for over a decade.

Paul's unique professional background enables him to increase client productivity and profitability by combining OD technology and tools with psychological expertise to drive strategic business and organizational objectives. His consulting firm's competitive advantage is rooted in Paul's ability to incorporate all three essential ingredients of business and organizational success – business strategy, organizational structure, and corporate culture – in the assessment of client problems and the development of client solutions. This fundamentally integrated consulting approach produces unusually powerful and enduring solutions to critical business problems – resulting in tangible gains in organizational functioning and human capital performance.

Paul's consulting clients include companies such as *Eli Lilly & Co.*, *Amoco Oil Co.* (Chicago and Kuantan, Malaysia), *US Airways*, and *Vulcan Materials*; government agencies such as the *National Institutes of Health (NIH)* and the *National Labor Relations Board (NLRB)*; and non-governmental/non-profit organizations such as *The World Bank* (Washington, DC) and *Family Health International* (Raleigh, NC). He is a faculty member of the U.S. Department of Agriculture's *FNS University* – providing leadership assessment, teaching, and developmental coaching services to participants in the USDA's year-long *Leadership Institute*. International consulting assignments include Rockwell Automation (Beijing, China), First Hospital of China Medical University (Shenyang, China), and the Singapore Institute of Management.

Paul holds a B.A. in Psychology from Stanford University, a Ph.D. in Clinical Psychology from the University of Washington, and an M.S. in Organization Development from the Pepperdine University School of Business and Management. He is a licensed Clinical Psychologist in the Commonwealth of Massachusetts and has also held appointment as a Clinical Fellow in the Department of Psychiatry of the Massachusetts General Hospital, Harvard Medical School.



a sustainable way™ is

an organizational development consultancy devoted to maximizing human potential utilizing the natural laws of healthy ecosystems. Our aim is to ensure the preservation of that upon which every organization must depend: a healthy planet.

Our solutions and services are designed through the lens of sustainable development, and promote norms that:

- enhance self-awareness and personal empowerment;
- place values and ethics at the center of the organization.
- ask critical questions of organizational members, and promote conversations that matter.
- celebrate diversity.
- encourage personal growth.
- emphasize teaming.
- emphasize lifelong learning.
- promote long-term thinking over short-term thinking.
- encourage full organizational participation.
- forward an interdependent, systems orientation.
- reward experimentation.
- facilitate group sense-making and shared vision.
- encourage the organization to be an active member of the communities in which they operate.
- promote stakeholder outreach.
- promote private/public partnerships, and, in short,
- maximize human potential.

At a **sustainable way™**, we believe good stewardship is good business. Using concepts distilled from the natural world, we'll help you create happier people, more effective processes, and higher-quality products.

Work with us to make your organization a more vital, productive, effective, profitable -- and enjoyable place to work.

contact:

paul.camper@asustainableway.com

www.asustainableway.com

ph: 415.738.6454



helping organizations achieve a sustainable advantage...in a sustainable way.