

Kevin R. Hummel, Ph.D.

khummel@board-advisory.com
(954) 783-2585

Expertise

Kevin Hummel has more than twenty years of consulting experience, focusing on how best to identify, develop, deploy and inspire talent in organizations to create competitive advantage. He has worked with executives in numerous organizations to build and implement successful management practices, and he brings an ideal blend of technical expertise and practical experience to these engagements. His clients range from small privately owned organizations to some of the largest companies in the world, from new ventures and start-ups to well-established global operations, and from not-for-profit organizations to Fortune 50. All of these organizations have at least one aspiration in common -- maximizing performance through people.

Kevin consults regularly in the area of leadership enhancement, where he concentrates on executive assessment and feedback, management coaching, succession planning, executive team development, and executive selection. He also works with companies to clarify their business priorities and identify what is needed to maximize organizational performance, primarily through organizational diagnostics, change readiness assessments, and competency-based research and applications. All of his work starts with a thorough understanding of the clients' business challenges, and a focus on the strategic business needs of those organizations.

Recent engagements include:

- For an R&D unit of a large global life sciences company, increased unit leadership capabilities through developing a leadership model, assessing executives against the model, then actively coaching executives as individuals and as a team. 360 degree assessments confirmed perceived increases in leadership capabilities; business unit head was featured in Business Week article on building organizational talent.
- In an effort to encourage high-performing team behaviors in executive team of high-growth biotech, constructed and facilitated a 3-day offsite for management board to establish top priorities. Using pre-meeting interviews and survey results, identified presentation subjects and facilitated top management discussion to identify key actions and priorities. Meeting resulted in prioritization of current activities as well as alignment of resources to address future growth, all while understanding and modeling high-performing team behaviors.

Industries Covered

Mr. Hummel's experience spans many industries, including Retail, Insurance, Business Services, Technology and Financial Services.

Professional Background

Kevin Hummel founded Lighthouse Consulting Group, Inc., a business consulting firm that provides advisory services and solutions to senior management regarding organizational effectiveness.

Prior to founding Lighthouse Consulting Group, Inc., Kevin held senior roles in two international management consulting firms, Hay Group and Towers Perrin. His responsibilities included major client and project management, consulting practice leadership, consulting staff management, intellectual capital development, and business development -- all on a national and worldwide scale. Before that, he worked for BellSouth Corporation in both human resources and field sales management.

Professional Affiliations and Presentations

Kevin speaks in public forums on topics related to leadership, organization effectiveness and building talent, and is a member of several professional organizations and business associations. He holds a Bachelor's degree in psychology from Furman University, earned MS and Ph.D. degrees in industrial/organizational psychology from the University of Georgia, and is a licensed psychologist.