



**Randall H. Lucius, Ph.D.**  
**Vice President, Human Performance Consulting Division**  
**Turknett Leadership Group**

**Dr. Randy Lucius** graduated from The University of Georgia with a doctorate degree in Industrial and Organizational Psychology. Prior experiences include Employee Relations specialist with United Parcel Service, Research Director for the Center for Leadership and Career Studies at Emory University, Research Director for Fitability and Project Manager for Applied Psychological Techniques.

Dr. Lucius is the co-author of the Fitability 5, a personality-based assessment administered to over a quarter-million individuals across the U.S. Dr. Lucius' co-founded Organizational Diagnostics Online, a company acquired by Fitability in 2001.

Dr. Lucius is a licensed psychologist, has served as an adjunct faculty member at Oglethorpe University, and once served as the President for the Atlanta Society of Applied Psychology. Dr. Lucius is married and has two children, and is a career counselor at Dunwoody United Methodist Church.

## **Summary of Experience**

### Selection

- Over 35 separate criterion validation studies for using personality assessment to predict performance in sales and customer service positions
- Designed bio-data inventory for Fortune 50 organization
- Designed and validated physical ability tests for three power generation companies
- Designed and validated structured behavioral interviews and training for retail, logistics/warehouse, utilities, management, non-profit, and aviation
- Executive assessment for senior level management positions using personality, cognitive ability, and values inventories
- Assisted in development and validation of job knowledge tests, situational judgment tests
- Experienced as an assessor for Assessment Centers

### Succession Planning

- Created succession planning analysis and developmental feedback for utilities and non profit
- Included analysis of position, identification of competencies, and detailed assessment and feedback
- Facilitated 9-box process based on assessment data, senior management review, and job requirements

### Coaching

- Leadership coaching for mid to senior level managers in pharmaceutical, technology, non profit, and telecommunication industries
- Includes assessment, feedback and developmental planning
- Assessments include 360, personality, and temperament

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### Competency Modeling

- Created and validated hundreds of competencies and competency models for retail, logistics, staffing, non profit, utilities, and pharmaceuticals
- Includes behavioral anchors at multiple performance levels
- Validation process used to link directly to job responsibilities

### Job Analysis

- Conducted job analysis for over 1,000 positions in retail, utilities, management, logistics, business aviation, and staffing
- Included task and KSA surveys, linkage surveys, essential functions, physical activities, and minimum requirements

### Job Descriptions

- Created hundreds of job descriptions based on results of job analysis surveys for retail, logistics, staffing, business aviation at all levels
- Includes validation and compliance with EEOC and ADA requirements

### Performance Management

- Created competency-based performance management tools for retail, logistics, pharmaceutical, and staffing industries
- Includes competencies, behavioral anchors, and training (frame-of-reference, rater error)

### Engagement Surveys

- Created, administered, and/or analyzed engagement surveys (a.k.a. job satisfaction, employee opinion) for retail, transportation, consumer goods, federal government
- Includes detailed analysis of data to pinpoint group/department differences, trends, and relationships with other criteria (e.g., link with customer satisfaction, leadership skills)

### Restructuring

- Facilitated restructuring processes for positions in retail and management
- Involved job analysis, structured behavioral interviewing, and performance review

### HR Audit

- Provided review and analysis of HR systems for federal government, retail and consumer goods
- Involved interviews, surveys, review of archival materials and analysis of data
- Systems reviewed: performance management, staffing (including adverse impact), employee engagement

## About Turknett Leadership Group

Turknett Leadership Group is one of the oldest firms in the Southeast experienced in character-based leadership and organization development. Our professional staff includes licensed psychologists, organization development consultants, and seasoned business leaders – all of whom have years of experience coaching executives and high potential managers.

Using the Turknett Leadership Character Model™ as our principal guide – together with the latest in assessment tools and development techniques – we enable companies to select, develop, promote, retain, and engage the best performing, most ethical talent available. The ultimate measure of our success is your improved business and leadership performance.