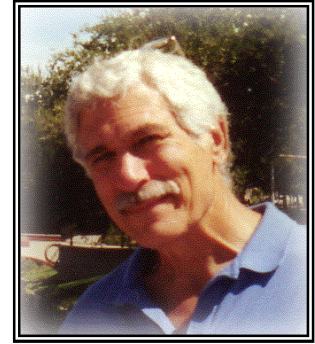


PROFESSIONAL DATA SHEET FOR MEL HENSEY



A management consulting engineer, Mel has served consulting engineers, academia, public agencies, and civic organizations for 37 years. Prior to that, his career experience included Procter & Gamble (engineering), Cincinnati Bell (construction), and Earth Science Labs (consulting).

Hensey Associates offers consulting help in these key areas ... strategic planning, organization development and improvement, senior level team development, executive coaching, process improvement, succession planning, and conflict management.

The founding editor of ASCE's *Journal of Management in Engineering*, Mel has given numerous talks and papers. His three books are intended to be practical, helpful handbooks, and are used by many clients (available at Amazon.com):

- *Collective Excellence: Building Effective Teams*, 2nd Edition, ASCE Press, 2001
- *Personal Success Strategies: Developing Your Potential*, ASCE Press, 1999
- *Continuous Excellence: Building Effective Organizations*, ASCE Press, 1995

Clients tend to be very long term, with several going back many years. Here is a sampling of clients from several sectors we have served:

- SWCA
- Drake Center
- Cincinnati MSD
- URS Corporation
- Woolpert Consultants
- Birdsall Services Group
- Weeks Marine Construction
- Danis Building Construction
- Walker Parking Consultants
- Institute for Policy Research
- Freestore Foodbank
- Drexel University
- TTL Consultants
- TetraTech, Inc.
- Kleinfelder, Inc.
- Terracon
- BP America
- Texas A&M
- Ferro Corporation
- Pennoni Associates
- University of Cincinnati
- Hixson Architects & Engineers
- NTH Consultants
- SSR Consultants
- LUBA Insurance
- Children's Hospital of Cincinnati
- Cincinnati-Dayton Region, American Red Cross
- Many churches, civic groups and universities
- Many associations, including ASCE, ACEC and NSPE

Affiliations and recognition include: ASCE Fellow, OD Network, Professional Engineer, Recognized Consultant, UC Distinguished Alumnus, ASCE Torrens Award (journals), ESC Award (consulting), and TB Robinson Award (management). Hobbies include: planting trees, biking, canoeing, square dancing, litter-gitting, reading and writing.



HENSEY ASSOCIATES

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Maineville, Ohio

OUR MISSION and APPROACH

MISSION

To enable executives and leadership groups to identify and use **their** best thinking and all their resources ...

as **they** plan and solve problems they face, related to:

- Skills
- Styles
- Strategy
- Synergy
- Leadership

APPROACH

All our projects focus on process, so we call ourselves process consultants.

Major change efforts like these are likely to need a process consultant:

- Strategic Planning,
- Organization Re-design,
- Conflict Management,
- Leader Development,
- Team Development,
- Board Development,
- Process Improvement.

Process consultants design and develop a **process** that brings the client's own wisdom to bear on the project or desired change.

Process consulting respects the unique qualities of the client's system, while trying to improve it in ways the **client** wants or needs.

Process consultants need to be effective at:

- Working with and in a management team,
- Helping clients identify objectives,
- Designing useful processes,
- Facilitating large and small groups,
- Resolving group conflict and confusion,
- Documenting the results for follow-on work.

SOLUTIONS

In helping wise clients over many years, we have learned much in the way of what works in particular situations. We try to offer what we've learned, but encourage our clients to decide if it "fits."

We don't **have** the solutions ... but we help our clients discover the solutions that fit for them, and the action steps that lead to accomplishment.



We've observed that in most cases, implementing such major changes requires continuing management attention to **process** long after the decisions and plans have been made. We can help with team implementation as well as team planning.

www.henseyassociates.com

HENSEY ASSOCIATES

OUR SERVICES

- **STRATEGIC PLANNING**
Assisting the strategy committee in the development of their distinctive vision, strategy, strategic plan, and objectives.
- **SENIOR TEAM DEVELOPMENT**
Helping teams assess their own needs for development and helping serious team development actually occur!
- **PRODUCTIVITY AND PROFITABILITY IMPROVEMENT**
Working with managers to identify and solve productivity or profitability problems through people and processes.
- **MANAGEMENT OF DIFFERENCES**
Assisting executives and managers in creatively handling the natural conflicts and personality clashes via internal "partnering."
- **LEADERSHIP SUCCESSION**
Helping boards or nominating committees plan for future leadership. Benchstrength planning is sometimes appropriate.
- **ORGANIZATIONAL REVIEW AND DESIGN**
Assisting managers as they fine-tune their organizational structure, roles, and the placement of key people.
- **EFFECTIVE STAFFING**
Suggesting practical guidelines for finding and selecting good people with the necessary attitudes, skills and experience.
- **PERSONAL COACHING**
Assisting executives, leaders, and key staff members in solving particular problems or sharpening certain skills.
- **INTERACTIVE PRESENTATIONS**
Presenting enjoyable and useful mini-workshops to develop people, teams and groups.

Popular themes include ... teamwork, planning, conflict management, time management, professional development, facilitation skills, leadership, and coaching skills.



HENSEY ASSOCIATES

www.henseyassociates.com

OUR CLIENTS

ASSOCIATIONS

AAES ACIL ASCE CERF
ABET AIA ASFE EF
ACI AFE ASHRAE IEEE

ENGINEERS AND ARCHITECTS

URS
Terracon
Kleinfelder
SSR Consultants
Woolpert Consultants
ABMB Engineers
TTL Consultants
O'Brien & Gere
Birdsall Services Group
Walker Parking Consultants
Hixson Architects & Engineers

ENVIRONMENTAL

SWCA
EnSafe
Terracon
Envirogen
CH2M Hill
TetraTech, Inc.
NTH Consultants
Stanley Consultants
Black & Veatch Water

GOVERNMENT

U.S. Forest Service
U.S. Army Corps of Engineers
U.S. Naval Facilities Command
National Library of Medicine
Cincinnati Planning Commission
Georgia Department of Human Resources
Pennsylvania Department of Transportation
MSD's of Cincinnati, Cleveland & Louisville

RESEARCH

Ohio Aerospace Institute
Ferro Corporate Research
Herrick Labs: Purdue University
Bell Laboratories Systems Group
Civil Engineering Research Foundation
Edison Polymer Innovation Corporation
University of Cincinnati Medical Center
Institute for the Study of Health
Institute for Policy Research

EDUCATIONAL

Northwestern
Drexel University
Purdue University
University of Alaska
University of Toledo
Ohio State University
University of Delaware
Texas A&M University
University of Cincinnati
Miami University of Ohio
University of New Mexico
University of Missouri at Rolla

INDUSTRIAL

BP America
Kiwi Brands
Senco Products
Orchid International
Tescom Corporation
CONTECH Bridge Solutions
Plastic Moldings Corporation
Ethicon of Johnson & Johnson

CONSTRUCTORS

Dillingham
J.S. Alberici
JA Jones Co.
MAC Construction
Weeks Marine, Inc.
Building Crafts, Inc.
Paul Hemmer Companies
Goettle Foundation Systems
Danis Building Construction Company

PUBLIC/SOCIAL SERVICE

Freestore Foodbank
Urban Appalachian Council
Mental Health Services NW
Bergamo Conference Center
Emanuel Community Center
Hearing, Speech, & Deaf Center of Cincinnati
Children's Hospital Medical Center, Cincinnati
Crayons to Computers
Drake Center

RELIGIOUS

Knox Church
Covenant First
Hanover Church
Pine Shores Church
Eastminster Church
Presbytery of Cincinnati
Trinity Parish of New York
Northminster Presbyterian Church
Westwood First Presbyterian Church
Heritage Universalist Unitarian Church
Eastern Area Council of Presbyterian Churches



OUR BASIS FOR PROJECT ASSISTANCE AND COMPENSATION

Following are some parameters related to project scope, startups, agreements and compensation we usually follow. They are based **in part** on Manual 45 of the American Society of Civil Engineers for the Engagement of Consulting Engineers, revised edition, although such services as “facilitation” or “process consulting” are non-traditional.

PROJECT SCOPE DEFINITION:

Most projects and assignments undertaken for our clients have several aspects which **cannot** be well defined in **advance** of the work. Some of these unknowns are ...

- The scope of project conditions and the organization’s situation,
- The familiarity of the client management team with the work processes used,
- The effectiveness of the management group in working together as a **team**,
- The degree of detail desired or required in the final work product.
- The ability of the management group to reach closure/agreement.

PROJECT START-UPS:

We find our **initial** discussions with most clients often immediately contribute to project/problem definition and clarity. As a result, we normally charge for our work from the very first **working** meeting.

For this same reason, we also normally charge for specific proposals prepared at the client’s request, unless they are informal and very brief.

AGREEMENTS:

Further work on most projects is by mutual agreement rather than by contract. We agree to work together on a project with an intended outcome until such time as we have that outcome or as close as possible to it.

Whenever projects involve people, groups or organizations, rather than concrete things such as computers or plans or facilities, a more flexible, interactive process is necessary. Agreements should reflect that.

COMPENSATION:

Given the nature of most projects (defined above) we find it is fairest, for both our clients and ourselves, to charge on a per diem basis for consulting effort, plus out-of-pocket expenses.

Our fees must also cover many business-related overhead costs, including:

Office and equipment, accounting, office management, research, continuing education, professional registration and certification, retirement, health insurance, vacation, Social Security and numerous other taxes.

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