

**Willis H. Thomas, PhD, PMP, CPT** is a certified project manager and performance technologist who has been involved in training and organizational development across the pharmaceutical, telecommunications and information technology industries. His career focus has been in the areas of Quality Assurance, Human Resources and Operations.



Dr. Thomas is a recognized author. His book entitled "The Basics of Project Evaluation and Lessons Learned" received the Project Management Institute 2012 Cleland Award. The Cleland award recognizes and honors the best project management literature published during the previous calendar year. It recognizes the author for significant contributions and for advancing the project management knowledge, practices, procedures, concepts, or other advanced techniques that demonstrate the value of using project management. He has also published in professional journals and is represented on training, project management and evaluation professional association websites. He was a featured speaker at the International Project Management Day on November 15, 2012 and has delivered global presentations on project management, training and evaluation for a number of organizations.

Willis has 10 years of pharmaceutical experience. He worked for Pfizer in Kalamazoo, MI, the largest manufacturing site for Drug Products and Active Pharmaceutical Ingredients. After the Wyeth-Pfizer merger, he worked five years in Research and Development in Pearl River, NY. Willis' work has been instrumental in maintaining regulatory compliance (i.e., with the FDA) and supporting process improvement (i.e., through assessing and developing global training programs). In addition to a deep and broad experience in the pharmaceutical industry, Willis was in the telecommunications and information technology industries for 15 years where he supported quality initiatives and regulatory compliance. He worked seven years for Ameritech, a Regional Bell Operating Company (RBOC); three years for Brinks, an international home security provider; and five years for Presentation Partners as a consultant.

In the area of project management training, Willis has delivered courses on a virtual basis for the International Institute for Learning. He has also invested time to assist a number of professional associations with learning technologies, project management and evaluation. He has done this through creating e-learning, delivering webinars, in-person speaking engagements and publishing content.

He holds a PhD in Evaluation from Western Michigan University. The title of his dissertation while working at Pfizer was "*A Metaevaluation of Lessons Learned Repositories: Evaluative Knowledge Management Practices in Project Management.*" In line with his extensive research, he has developed a comprehensive website on project management that focuses specifically on lessons learned at [www.lessonslearned.info](http://www.lessonslearned.info). Willis studied directly under Dr. Michael Scriven.

His Master of Science degree in Human Resource Management is from National Louis University. The title of his Master's thesis was "The Impacts of Sales Integration on Integration on Interpersonal Communication Affecting Sales Representatives Job Satisfaction." This was completed while at Xerox.

Willis' Bachelor of Arts degree is from the University of Wisconsin-Madison. While there, he served as the editor for *Datelines* Student Newspaper and editor for West African Monsoons from Geocentric Satellites (Space Science and Engineering Department).

**Personal Interests:** Family, travel, visiting national parks, gourmet cooking and publishing

**Professional Interests:** Evaluation, Measurement, Research, Certification Programs, Learning Technologies, Pharmaceutical Science, Project Management, Supply Chain Management, Records Management, Information Technology, Information Management, and Knowledge Management

**Professional Association Board of Directors Served on:** ASTD, APICS, PMI, and ISM

**Current Professional Memberships:** AEA, APICS, ASTD, ISPI, and PMI