

Willis H. Thomas, PhD, PMP, CPT is a certified project manager and performance technologist who has been involved in organizational development and effectiveness across the pharmaceutical, telecommunications, information technology and security industries.



Willis 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.*"

Willis' Master's of Science in Human Resource Management is from National-Louis University. The title of his Master's thesis, while working at Xerox, was "*The Impact of Sales Integration on Interpersonal Communication Affecting Sales Representatives Job Satisfaction.*" He began his career selling copiers to small businesses and transitioned to selling information systems. After leaving Xerox, he worked for Ameritech and sold telecommunications products and services. He later transitioned to Human Resources.

A unique and challenging opportunity presented itself with Brinks. It was a diverse training and project management role supporting human resources, sales, operations and marketing. After building many programs, he became a consultant for five years and developed marketing programs, websites, and training programs for companies, including GTE, DNSE, ARCO, Frito Lay, JP Systems, ODS Networks, Citizens Communications, BT Office Products, Merlin Software Services, Itronix, Primedia Workplace Learning, Avon, Richland College, TXU Utilities, and others.

His move to Michigan was prompted by a desire to enter the pharmaceutical industry due to significant changes in the telecommunications industry and complete a PhD in Evaluation at Western Michigan University. Joining Pfizer offered an unique opportunity to do both.

Willis' Bachelor's 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).

He has earned and maintains a Project Management Professional (PMP) certification from the Project Management Institute (PMI) and a Certified Performance Technologist (CPT) certification from the International Society of Performance Improvement (ISPI).

Willis has also served as an adjunct professor, instructor and guest speaker.

Personal Interests: Family, travel, and gourmet cooking

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

Other Associations Collaborated with: AERA, AITP, ASQ, IBF, IMA, SHRM, and Toastmasters

Current Professional Memberships: AEA, APICS, PMI, ISPE and ISPI

Available Keynote Presentations: (1) Lessons Learned in Project Evaluation, (2) Competency Development and Capacity Building to Support Evaluation, (2) Designing World-class Training for Project Evaluators, (3) Using Visualization to Enhance Evaluations, (4) Using MS Project to Manage Evaluations, (5) Using MS SharePoint as a Repository for Lessons Learned, (6) Audits, Investigations and Evaluations – What's the Difference, and (7) Principles of Research, Measurement and Evaluation made Simple

Publications: New book for 2011 is under contract by a major publisher and being finalized. Request for articles has been put on hold until book is in print.

Special Projects: Project HeadStart, Union Gospel Mission, and Ameritech Credit Union

Website: lessonslearned.info