



**Douglas Klippel**  
Hogan Coaching Network

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**Executive/Managerial Selection**

**Staffing/Retention Strategies**

**Talent Evaluation**

**HR Best Practices**

**Mentoring Programs**

**Succession Planning**

**Teambuilding Workshops**

**360 Surveys**

**Organizational Surveys**

**Effectiveness Workshops**

**Personalized Coaching**

**Organizational Development**

**Background**

Douglas Klippel is an experienced HR consultant who has worked with a variety of Fortune 100 and Fortune 500 companies on issues such as management development strategies, succession planning initiatives, talent management strategies, and executive development initiatives. He has also provided individual coaching services for senior-level executives.

Douglas also served as a member of the teaching faculty at the University of Tennessee, where he received his doctoral training in the field of industrial and organizational psychology. His professional affiliations include the American Psychological Association, the Institute of Management Consultants, the Society for Human Resources Management, the International Coaching Federation, and the American Society for Training and Development. He is a regular presenter at professional conferences, and his work has been featured in a variety of publications including *Human Resource Executive* magazine, *Training* magazine, and *Psychology Today*.

**Professional Experience**

*President*, People Development Partners LLC  
*Director*, Leadership Development Practice, Hogan Assessments  
*President and Founder*, DCK Consulting Group  
*Director*, Organizational Development, CSX Transportation  
*Teaching Faculty*, University of Tennessee College of Business  
*Consultant*, Tennessee Associates Incorporated

**Education**

B.A., Psychology, California State University at Fullerton M.S., Organizational Behavior, Chapman University

**Client Experience**

Rail America, Inc., Terminal Investment Corporation, CSX Transportation, University of Maryland Executive Education, Citizens Insurance, University of Florida Medical Center, Community First Credit Union, Microsoft, A. T. Kearney, Valero