



Dr. Harder has a Ph.D. in education and training. For over 35 years, he has worked with leaders in over 20 countries as a coach, trainer and facilitator. He has worked with both for-profits and non-profits in senior leadership roles and as a consultant, coach and trainer.

Using an participatory approach, Dr. Harder helps leaders and managers to gain ownership of their growth points as a foundation for developing practical action plans for intentional change. Dr. Harder is certified in the use and interpretation of the EQi and EQ360 assessments.

Dr. Harder has gained selection expertise through the selection of key managers and staff for non-profits, professional firms and businesses. He knows first-hand the pain of making a wrong hire and how such hires negatively impact both staff and productivity. He also knows the positive impact of effective hires based on selection disciplines.

## **Work Experience:**

- Twelve years in Kenya in secondary schooling, university education, Christian education, people development and intercultural training.
- Seven years with Missionary Internship as an intercultural trainer and developer of leadership development workshops.
- Seven years with Compassion International in the areas of international selection, staff development and organizational development.
- One year as director of a global network for international organizations that work with children at risk.
- Two years with DAI as a Senior Consultant for leadership development and training of facilitators.

## **Service Associations:**

- IFMA/EFMA Personnel Committee ♦ 1986-1992
- Colorado Springs Chapter of Christian Management Assn. ♦ 1997-2003

## **Education:**

Bachelor degrees in education and Bible with advanced degrees in education, culminating with a Ph.D. in Non-formal/Adult Education from Michigan State University.