

Biographical Sketch of Greg Huszczo

Dr. Greg Huszczo is an Industrial/Organizational Psychologist by training. He didn't start out thinking he wanted to be one. He was and is a guy who is fascinated by teams, leadership, and change. In fact, he originally went to college at Michigan State University to become a basketball coach and math teacher and somehow screwed up along the way and became a psychologist instead. Greg has long been fascinated with the puzzle of why some teams of individuals pull together in ways that are productive and satisfying and other groups don't seem to find that right chemistry. He has discovered the seven key ingredients needed to turn a group of individuals into a truly excellent team.

Greg switched his interest from sports teams to work teams in large part because of his experiences as a UAW member and assembly worker at a Big Three truck plant just outside of Detroit where he was threatened with discharge several times thus making school appear more interesting. He worked on his Masters degree at Southern Illinois University and received his doctorate (Ph.D.) from Michigan State University in 1975 in Industrial/Organizational Psychology with a minor in Clinical Psychology. He chose a dual career path of being a Professor in academia and a practitioner in over 250 client organizations serving as an OD consultant, trainer and Leadership coach. Some of his favorite clients have been Ford Motor Company, General Motors, Freightliner, La-Z-Boy, Kellogg's, British Petroleum, Australian Postal System, and the VA Patient Safety Center. He especially enjoys serving unions (e.g. UAW, U.S.W., AFSCME, SEIU) as clients or as members of joint union-management change efforts. He loves doing pro-bono work for many non-profits too.

Greg has taught at five Universities: Southern Illinois University, Michigan State University, The University of Louisiana at Lafayette, Southern Methodist University but mostly at Eastern Michigan University where he helped launch and direct their Masters degree program in Human Resources and Organizational Development. He has authored over 65 articles and papers and four highly acclaimed books (*Toward a More Organizationally Effective Training Strategy and Practice* (1986), *Tools for Team Excellence* (1996), *Tools for Team Leadership* (2004), and *Making a Difference by Being Yourself* (2009).

Greg lives in Ann Arbor, Michigan where he enjoys a life consisting of family, friends, sports, academics, and an active consulting, training and leadership coaching practice. He has also provided many seminars and training sessions in developing team excellence, providing leadership through influence, planning change efforts, resolving conflicts constructively, solving problems systematically, understanding and using one's personality effectively, celebrating diversity, becoming an agent of change, improving union-management relations, and dealing with stress. He is dedicated to the dual goal concept of 1. Helping organizations in efforts to successfully change and develop and 2. Simultaneously helping individuals achieve high levels of satisfaction in their work lives.