

Henry L. Thompson



Henry L. (Dick) Thompson, Ph.D., is an internationally recognized consultant, educator, speaker and author. Over the past 30 years, he has gained valuable experience developing and leading teams—from the battlefield to the boardroom. He uses his vast experiences and knowledge to help leaders and organizations improve performance.

Career

Dr. Thompson is president and CEO of **High Performing Systems, Inc.**, an international management consulting and training firm he founded in 1984 to help leaders, teams and organizations achieve high performance. The philosophy of HPS is based on a **systems approach** to performance improvement. Clients are Fortune 500 companies, government agencies and a diverse group of public, private and international firms. These include AT&T, Georgia-Pacific Corporation, Shell Oil Company, Johnson & Johnson, General Mills, Mohawk Industries, U.S. Forest Department and Owens-Corning.

Numerous command and staff positions during his 21-year military service have resulted in exceptional management insight and expertise. During that time, he trained and led some of the most elite teams in the world. He served as an officer with the U.S. Army Special Forces Group (Green Berets) in Vietnam and was decorated on several occasions for heroism. His work for the military on high performing battle staffs and continuous operations was instrumental in the success of U.S. forces in the Gulf War.

Education

He holds a BA in sociology from Methodist College, an MMAS in Continuous Operations from the U.S. Army Command and General Staff College and an MS and Ph.D. in psychology from The University of Georgia. Dr. Thompson was also a professor at The University of Georgia where he taught advanced courses in leadership and team dynamics. He serves on the board of directors for The University of Georgia Center for Artificial Intelligence.

Speaker & Author

Dr. Thompson is a frequent speaker for business and professional groups around the world on topics related to leadership, team and organizational development, systems thinking and high performance. He has also published numerous articles and training manuals on these topics. He is the author of several books, including *The Communication Wheel®: A Resource Book*, *Jung's Function-Attitudes Explained* and *Introduction to the Communication Wheel®*.

Areas of Professional Expertise

Leadership - Dr. Thompson works with organizations, executives and managers in all areas of leadership, including coaching, consulting, transition, succession planning, mentoring and organizational development. Through his research and experience, he has developed the Leadership Potential Equation™ to help organizations hire and promote leaders best suited for each Organizational Level as well as High Performance Leadership™ (HPL), Levels I-IV, a completely integrated program for leaders at successive Organizational Levels. HPL features the powerful ABLE® (Assessment of Basic Leader Effectiveness®), a multi-rater leader evaluation, as well as the LEAD™ and TEAM™ Models.

Teams - Dr. Thompson works with executive teams around the world to enhance their team skills and improve performance. He designs and leads customized teambuilding sessions, including outdoor adventures. He is the creator and exclusive instructor for **TeamDynamics™**, the premiere train-the-trainer course for team development.

Group/Team Dynamics - Dr. Thompson was a student of legendary FIRO™ creator Will Schutz, Ph.D., and worked with him to expand the use of FIRO Element B™ in organizations. Dr. Thompson's many contributions include developing the first Human Element® Software System and the Element B Organizational Interpretive Report. He has written several books on FIRO theory, including *Introduction to FIRO Element B in Organizations*.

Personality/Psychological Type - Psychological type theory is an integral part of Dr. Thompson's work and ongoing research. **The Communication Wheel®** is just one of many useful tools he has developed to facilitate the use of type in organizations. In 1996, he published the first book devoted to an in-depth exploration of the function-attitudes in C.G. Jung's theory. He is an active member of the Association for Psychological Type (APT) and past president of the Georgia chapter. Dr. Thompson was awarded the prestigious Mary McCaulley Lifetime Achievement Award in 2001 for outstanding work with the MBTI® instrument.

Emotional Intelligence - Dr. Thompson is well known for his innovative use of emotional intelligence (EI) with his clients. He conducts leading edge research in EI and continues to integrate results into the Leadership Potential Assessment process. He is also a certifying instructor for the BarOn Emotional Quotient Inventory® (EQ-i®).