Rob Kaiser began his career at the Center for Creative Leadership. He joined Kaplan DeVries in 1997 to expand the firm's research and development capabilities. He was named partner in the summer of 2005.

Rob is a thought leader in the field of leadership. He has over 130 publications and presentations ranging from professional conferences to scientific journals to the international business press, including award-winning business articles. His work covers leadership, assessment, and executive selection and development.

Rob is a co-author of the Leadership Versatility Index®, a leadership assessment tool that received three U.S. patents for its radical new approach. Rob's 2005 book, Filling the Leadership Pipeline, explained how to build leadership bench strength. In 2006, he and Bob Kaplan published The Versatile Leader: Make the Most of Your Strengths—Without Overdoing It. Rob's latest book is The Perils of Accentuating the Positive, which includes chapters from a dream team of leadership experts that explain "the rest of what you need to know about strengths-based development." Rob is also the Associate Editor of Consulting Psychology Journal: Practice and Research.

Not just an armchair theorist, Rob has a vibrant consulting practice. He provides assessment and development services for leaders and their teams. He has coached executives in the Fortune 500 as well as the private sector. He specializes in helping high potentials transition to the C-suite. Rob's approach is to "start where the manager is" and help the person reach a more complete understanding of the job and a more well-rounded style of leading to match.

Rob also provides applied research services to help organizations frame, study, and solve vexing leadership issues – from creating corporate leadership models to revamping assessment systems to linking succession and development investments to strategic business goals. For example, he has helped CEOs in major global corporations articulate their expectations for senior managers and then translate those expectations into performance measures for shaping and improving the company’s leadership culture.

It is impossible to overlook Rob's passion and zeal. He admits to being a “nut about this stuff” and loves to talk about leadership, organizations, and human nature. Rob is a highly regarded presenter and public speaker; his unique and engaging brand of “edutainment” puts the accent on the edu- part. A guiding principle is what he calls practical science – a marriage of rigor and common sense in solving real problems. Ever an extravert, Rob can often be found organizing conference events, collaborative writing projects, and finding other excuses to bring leading thinkers together to share their big ideas.

Rob received a B.S. in Psychology with a minor in Sociology and an M.S. in Industrial-Organizational Psychology from Illinois State University (ISU). In 2007 he received the alumnus of the year award from the ISU College of Arts and Sciences. He lives in Greensboro, NC with his wife, Molly, and their children, Claire and Ben.


Presentations

1. Kaiser, R.B. (2011, April). Follow Through, the Key to ROI in Executive Coaching. Symposium to be presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.


