



August 4 & 5, 2010

University of Tulsa

Dutch Holland

Dutch Holland is CEO and founder of Holland & Davis LLC., a general management consulting firm serving more than 100 client organizations since 1973 (hdinc.com). Since the 1960s, he has helped clients develop and implement major change initiatives designed to provide their organizations with competitive advantages and increased performance. Dr. Holland focuses on strategy development and implementation, process redesign, organizational design, management of technology, and change management.

Dr. Holland has concentrated on developing expertise in the principles that guide management. Using his extensive consulting and academic experience, Dr. Holland has built a wide range of tools and concepts that have been implemented across many industries.

❖ **Representative industries include:**

- Energy (upstream and downstream, energy service, and drilling)
- Aerospace (prime contractors, USAF, NASA)
- Financial institutions (broker dealers, commercial banks, insurance, S&L's)
- Healthcare (hospitals, community clinics, big and startup pharma, biotechnology)
- Manufacturing (oilfield equipment, electronics)
- Retail (dry goods, grocery, pharmacy)
- Engineering and Construction

❖ **Representative projects include:**

- Development and implementation of a winning strategy for a global aerospace prime contractor
- Design and implementation of the Peri-operative Enterprise (40 operating room and 200 surgeons) at MD Anderson Cancer Center
- Development and implementation of Performance Management System for global supplier of high technology services to energy industry
- Longitudinal retention study, re-design of recruiting, training pipeline, change management leadership for a national financial services provider
- Development of management development program for high potential NASA JSC managers

❖ **Executive faculty member in the:**

- **Executive Education Program, Rice University,**
 - Advanced Management program faculty for 7 years
 - Introduced courses in Total Quality Management and Innovation

- Listed as top speaker for five years
- **Securities Industry Institute, Wharton School, University of Pennsylvania**
 - Leadership, Communication, Management of Change
 - Listed in “top ten speakers” for ten years in a row
- **Executive Development Program, University of Houston**
 - Leadership Programs for Savings and Loan Executives
 - Lead off and last day speaker for core one-month Management Development Program
 - Listed as top speaker for ten years in a row

❖ **Faculty positions at the University of Houston:**

- **Assistant, Associate and Professor of Management (1970-1981)**
 - Taught courses in Management, Organizational Behavior, Organization Theory, Organizational Development
 - Supervised several doctoral students to degree completion
- **Chairman of the Management Department**
 - Thirty plus full-time tenure track faculty teaching Organizational Behavior, Management, Strategy, Production and Logistics Management;
 - Doctoral program with 12+ average doctoral students
- **Director of UH’s Center for Management Research and Analysis (CEMSA) at NASA’s Johnson Space Center**
 - CEMSA served as JSC’s management research center for more than 10 years
 - 50+ technical reports done for NASA, many around the themes of engineering management, managing science

❖ **Faculty position at the Jones School of Business, Rice University**

- **Lecturer in the Practice of Management**

MILITARY EXPERIENCE

- USAF regular officer, active duty 1958-1967
- Distinguished Graduate of Squadron Officer School
- Senior Pilot, Command Pilot of Strategic Air Command B-52
- Distinguished Graduate of USAF Pilot Training Class 60D

EDUCATION

- Ph.D. Management, Statistics, and Operations Research, The University of Texas at Austin; Research work in management of high tech organizations and personnel.
- M.B.A. University of Dayton, Dayton, Ohio.
- B.S. Mathematics and Physics, Baylor University, Waco, Texas.