



About Robert

Robert Spencer is an *Executive Consultant* for **The Blake Leath Group** ("TBLG") — a dynamic research, curriculum development and intellectual property *greenhouse* that grows leaders and shapes cultures. He is also the founder/senior facilitator of the Institute for Human Development, Inc. IHD partners with organizations to enhance strategic change and positive growth through the potentiality of people.

Robert is a writer, facilitator and highly appraised instructor for some of America's most eminent corporations across industries as varied as healthcare, hospitality, manufacturing, accounting, aerospace and defense. For twenty years, he has partnered with organizations of all sizes to develop high-performing teams by helping them improve their communication and leadership strategies. In his eighteen years of working with government and healthcare providers (as a psychiatric Social Worker and in other roles), he experienced one-on-one contact with patients and later as a front-line leader. This immersion taught him the importance of tapping into the potential of everyone on the team.

Moreover, having also identified the failure of many strategic plans as occurring between *creation in the C-suite and implementation*, Robert focuses on this breakdown as a primary leverage point for building trust, opening communication, breathing new life into the vision and positively impacting the bottom line.

Robert's first book *Create Your Life by Choice, Not by Chance* will be released in Spring 2011. Drawing on his background and interests, the text will address the reality that peace and potential are within, not without, and only through the process of changing our beliefs, attitudes and behaviors do we achieve in reality what we are in potentiality.

Robert attended Michigan State University where he earned degrees in *Psychology and Sociology*. Today he lives in Central Florida and is active in ASTD and the local Chamber of Commerce.

He enjoys getting away to Western North Carolina mountain country as often as possible. Artistically, Robert is a nature photographer and he is currently working on a photo book depicting the four seasons of western North Carolina.

