



DR. KENNETH J. SYLVESTER

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EDUCATION

- EdD: Educational Leadership Seattle University, Seattle, WA 1998
- MS: Organizational Development Pacific Lutheran University, Tacoma, WA 1988
- BS: Health and Education Pacific University, Forest Grove, OR 1969

OVERVIEW OF QUALIFICATIONS

UNIVERSITY EXPERIENCE

- **University of Colorado** (2002 - 2006)
Adjunct Professor: College of Business and Administration
- **Pacific Lutheran University** (1988 - 2002)
Adjunct Professor: College of Business Administration – MBA Program
- **Seattle University** (Seattle, WA 1995 - 1998)
Adjunct Professor: School of Business and Doctoral Leadership Program
- **Tacoma Community College** (1986 - 1988)
Adjunct Professor: Business School
Director of Workplace Literacy Program at Tacoma Area Hospitals
- **Judson College** (1984 - 1985)
Dean of Students and Interim President

EXECUTIVE PROFILE: 1988-2006

Dr. Sylvester is president of Organization Strategy Institute, Inc. OSI's concentration includes areas such as executive leadership, organizational and sales negotiations, influence strategies, effective meetings, change management, conflict management, and board development. Dr. Sylvester has worked internationally including Canada, France, Germany, Britain, Wales, Belgium, Ireland, Scotland, Austria, Italy, Greece, Hungary, Poland, Czech Republic, Russia, Beijing, Shanghai, Hong Kong, Japan, South Korea, Taiwan, Argentina, Brazil, Columbia, Peru, Venezuela, Ecuador, Philippines, Australia, New Zealand, and Mexico.

PROFESSIONAL ACCOMPLISHMENTS

Documents supporting OSI's Core Business Concentration

- Assessment of Conflict – Unspoken Task Expectations (ACUTE), 2006
- System-Three Leadership Assessment, 2004
- System-Three Leadership Program, 2004
- The Psychology of Persuasion, 2002
- The Seven Strategic Planning Systems, 2000
- The Three Patterns of Organizational Behavior, 1999
- Practicing the Seven Steps of Negotiation, 1999
- A Theory of the Leader as Negotiator, Doctoral Dissertation, 1998
- Twenty-five Critical Thinking Skills, 1997
- Twenty-Five Ways to Say “No”, 1997
- The Awesome Power of the Listening Ear, 1996
- Ten Listening Conflicts, 1996
- Eight Core Disciplines of the Leader-Negotiator, 1995
- Ten Strategies for Effectively Managing Conflict, 1994
- Understanding Conflict Behavior Profile, 1993
- Understanding Negotiation Behavior Profile, 1993
- Negotiation Strategies Notebook: An Organizational Approach, 1990
- Resistance to Organizational Change, Master's Thesis, 1988

PUBLISHED ARTICLES

“Negotiate Your Way to a Raise”, Convene Magazine, June 2005

HIGHLIGHTS OF PROFESSIONAL EXPERIENCE:

- Microsoft, 1990 - 2006
- National Collegiate Athletic Association, 1996 - 2006
- Boeing Commercial Airplane Company, 1988 - 2006
- Google, 2002 - 2006
- Washington Mutual Bank, 2000 - 2006
- Washington State Fire Chiefs, 1990 – 2001
- United Salmon Association of Alaska, 1998 - 2002
- U.S. Generating/Edison Electric, 1995 - 1999
- Frank Russell Company, 1997 - 1998
- Viacom Communications, 1989 - 1990
- U.S. Attorney Office, Portland, Oregon, 1975 - 1983
- Chrysler Corporation, 1977 - 1979
- National Basketball Association, 1972 - 1983
- National Football League, 1971 – 1975

**SEMINARS** (conducted at the following companies and organizations)

AARP; Associated Grocers; AT&T; Avanade Consulting Group; Nike; Nortel Networks; Hewlett Packard; Mercy Corp; Paccar; Pacific Aerospace and Electronics; Port of Seattle; Real Networks; US West; Viacom; West Coast Grocery; Associated Grocers; National Commercial Bank of Saudi Arabia; Supra Products; Weyerhaeuser; DA Davidson Investments; Ford Motor Company; Frank Russell Company; Cultural Diversity at Work; Teijin Seike America, Inc.; Farrell's Restaurants; University of Colorado at Colorado Springs; Pacific Lutheran University; Seattle University; University of California at Los Angeles; University of Florida; Washington State University.

BOARDS

- Third World Hydrogen Project
- Fielding Institute