



## Greater Orlando Organization Development (GOOD) Network Mentor Profile

*Please note that this form will be made available on the GOOD Network website for download and review by potential mentees seeking mentors. It will remain posted for a period of 3 months or until you have agreed with a mentee to formalize a relationship and notified the GOOD VP of Mentorship.*

First Name: Patrick  
Last Name: Brown  
Email: pgbrown407@gmail.com  
Employer: self

How many years have you worked in the OD field? 20-25

Identify the topics below that you would be most comfortable mentoring by typing – YES next to the topics that apply and highlighting them in yellow.

360 Feedback	Instructional Design
Action Research	Job analysis/Needs analysis/Root Cause analysis
Appreciative Inquiry	<b>Leadership Theories</b> YES
Assessment Centers	Legal and Ethical Considerations
Assessment tools (e.g. MBTI, DiSC, Hogan, Watson-Glaser)	<b>Mentoring</b> YES
Balanced Scorecard/Strategic Dashboarding	Operations and Business Savvy
<b>Change Management</b> YES	Opinion/Satisfaction Surveys
Coaching	Organizational design
Conflict Resolution	<b>Organizational Dynamics/Culture</b> YES
<b>Consulting Skills</b> YES	Process Improvement
<b>Developing Effective Leaders</b> YES	Project Management
Diversity Issues in Organizations	Research Methodology
<b>Employee Engagement and Motivation</b> YES	Setting Objectives and Goals
Employee Relations	Social Networking/Technology
Employment Selection	"Statistics 101"
<b>Evaluating Performance</b> YES	Succession Planning
<b>Facilitation/Presentation Skills</b> YES	Team Building Design
Fishbone, Forcefield, other Orthodox techniques	Training Effectiveness Evaluation
General Best Practice Sharing/Benchmarking	Training Tools
Group/Team Dynamics/Social Psychology	

Why did you choose OD as a career?  
**I chose positions related to OD because of my interest in it.**

In what industries have you spent most of your time?  
**I spent most of my time in IBM, but worked across all industries with clients.**

What are you looking for in a mentee?  
**(I prefer the term “protégé.”) Someone who is looking for perspective on his/her organizational environment/surroundings: Up (bosses), down (employees), across (colleagues, teammates), out (clients/customers, suppliers/vendors). Someone who isn’t afraid to change his/her approach if it betters the greater personal and organizational good.**

Is there any other information that you would like to share that would be helpful for matching a mentee to you?

*Attach a brief biography and/or resume and email along with this form to the GOOD Network VP Mentorship.*

## BIO - PATRICK G. BROWN

Pat Brown is a consultant to executives, managers, and professionals. He spent 32 years with IBM in management, consulting, executive and management development, education, business development, strategy, sales, and technical support.

He managed and consulted in the IBM Relationship Alignment Solutions practice, which focused on improving business relationships between IBM and its clients in the Strategic Outsourcing environment.

He was a senior faculty member at IBM's Advanced Business Institute, located at the IBM Palisades Executive Conference Center, where he educated IBM customer senior executives on ideas on how to manage their business more effectively and how to more effectively leverage Information Technology in their businesses.

He was an instructor at IBM Headquarters in Armonk. He managed and taught IBM managers and executives in New Managers School, Middle Managers School, and the Business Management Institute. He also led the development of the rewrite of New Managers School shortly after Lou Gerstner became CEO of IBM.

Along with being the chief liaison to the chief executive of IBM's largest sales sector, he led the efforts in the areas of Strategy and Business Development for the organization which achieved approximately \$9B in annual revenue.

Prior to those positions, he held several other positions in management, education, sales, and technical support.

He holds a B.A. degree in Labor and Industrial Relations from Michigan State University, and an M.A. degree in Business with a concentration in Organizational Behavior from the University of Nebraska at Lincoln.

He is a veteran of the United States Army.

*We also encourage you to submit a headshot-style photo if you wish to have this visible along with your online Mentor Profile. Email this to the VP Mentorship along with this form and your bio/resume.*

