



## 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: Russ  
Last Name: Bredholt, Jr.  
Email: rbredholt@strategist.com  
Employer: Bredholt & Co.

How many years have you worked in the OD field? 30 years

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)	Mentoring
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
Employee Engagement and Motivation	Setting Objectives and Goals
Employee Relations	Social Networking/Technology
Employment Selection	"Statistics 101"
Evaluating Performance	<b>Succession Planning</b> Yes
<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? People and organizations matter.

In what industries have you spent most of your time? Services, attractions, manufacturing, and automotive

What are you looking for in a mentee? A teachable spirit

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

*Attach a brief biography and/or resume and email along with this form to the GOOD Network VP Mentorship. This will only be kept for reference and will not be posted online. Attached.*

*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.*



Russ Bredholt, Jr.



**Bredholt & Co.**

## BIO

### **Russ Bredholt, Jr.**

[www.strategist.com](http://www.strategist.com)



Russ Bredholt, Jr., is president of Bredholt & Co., Winter Springs, Florida. Since 1980, Russ has served as an advisor to businesses and nonprofits on strategy, leadership development and organizational structure.

His roster of clients has included start-ups to well-known companies such as Walt Disney Attractions, Marriott Hotels and Resorts, Hershey Foods, FMC Technologies, Kennedy Space Center and Mercedes Benz.

Nonprofits like Voices of September 11 and Salvation Army have also sought counsel from Russ.

In addition to consulting and research, he facilitates sessions for executives and boards of directors focusing on strategy, planning and succession.

For 21 years Russ traveled internationally working in over 30 countries, including China, India, Brazil and Russia. From 1983 to 2004 a partnership with The Gallup Organization produced studies on consumer and social trends.

Russ is a member of the Institute of Management Consultants, the American Society for Training and Development and the Greater Orlando Organizational Development Network. He was recently selected as a contributing scholar at Walden University for his research on the development of leaders.

Read his latest posting on [www.StrategistBlog.com](http://www.StrategistBlog.com)

Contact information:

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