



Dr. Ian D. Brooks, MS

Helping You Master Intent

Dr. Ian D. Brooks is the chief executive and founder of Rhodes Smith Consulting. He's been leading people and organizations through the process of intentional transformation for 24 years. His clients include Netflix, Nike Inc., Shondaland, Sony, Warner Brothers, IBM, Bank of America, Kaiser Permanente, Slalom, the Department of the Interior, and their executives.

With a Ph.D. in Industrial/Organizational Psychology from Marshall Goldsmith School of Management at Alliant International University and a Masters's in Clinical Psychology from Auburn University at Montgomery, Dr. Brooks combines scientific approach and practical application to personal development and organization change. He received his Bachelor of Science degree from Morehouse College.

Dr. Brooks cherishes helping people move incrementally toward sustained achievements, with a special focus on technical transformation, leadership development, coaching people of color and women for expanded roles, and assisting individuals to act with intent.

He is the author of the upcoming book *Intention: Building Capabilities to Transform Your Story* (Spring, 2021). *Intention* integrates research, practical experience, and personal journey, guiding readers toward introspection and action.

Speaking Topics:

- "Yes, and..." :

Positively Manage Any Change

Reframing your perspective to one of possibility versus confrontation impacts any changes. Taken from improv, Yes, and ... walks participants through exercises and dialog to expand personal changes that can occur by first accepting what is perceived and then realizing what is possible.

- Beyond Your Helpdesk: Change Management for Technology Teams

The need for technologist to be strategic partners with the business versus passive participants is important more than ever as businesses become more digital. This presentation walks technology teams through change management principles of how to engage stakeholders and manage change in practical ways that builds stronger internal partnerships and more effective technology implementations.

- Stepping Away from the Computer:

Change Management for Technology Teams

This presentation walks technologists through practical ways of sharing their technical knowledge—such as the knowledge used in coding and responding to support tickets—with various people within their organization, leading to more effective inter-team communication.

Workshops:

- Mastering Personal Transformation with Intention
- Harnessing Your Leadership Skills for Impact: A Leader Development Series
- Succession Planning and Employee Empowerment in a Virtual World
- Cask and Candle: Cask and Candle - Transformation Through Reflection

Organizations Ian Has Worked With:



NIKE, INC.



shondaland

To book Dr. Ian D. Brooks for your event, email
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