

Profile: Dr. Michael T. Bagley, Ph.D. Leadership, Creativity & Innovation, and Culture 1985 - 2017

Following several years of creativity & innovation training, Dr. Bagley began the development of his signature leadership course, the **Quality of Leadership** in 1992, while working with Ingersoll-Rand's Torrington Division in Connecticut. After several months of benchmarking, analysis and review, QOL was launched on June 10, 1992 in Torrington, Ct. Solid and creative in design, QOL's cornerstone modules are **Situational Leadership** (Blanchard); and the five **Exemplary Leadership Practices** (ELP), Kouzes & Posner.

During his tenure with I-R, Dr. Bagley trained more than **3000** executives, managers, supervisors, & Leads (1992 – 2006) at more than 30 US sites, and locations in Canada, Mexico, Europe, and China. QOL is considered by thousands of graduates to be the best two-day leadership development training in the country. Dr. Bagley recently completed a seven year project with Dresser-Rand where he trained more than **1450** managers, supervisors, leads, and shop associates in the US and at sites in *India, Malaysia, France, Spain, Norway, England, Canada, Brazil, Venezuela, and Abu Dhabi*. In Oct. 2016, Dr. Bagley graduated his **7000th**. QOL student (1992 – 2017).

In 1999, Dr. Bagley developed his **Freedom To Lead Calendar**, and this year it will be the 18th anniversary of this outstanding leadership development **tool** with more than **250 practical leadership actions** that can be implemented immediately following training.

In addition to the calendar managers develop, a) a 150 word statement of inspiration (sharing it with his/her team); and b), personal leadership **action plan** based on personal feedback.

QOL is presented in a *fast-paced, high energy, activity-based format*, going from one great exercise to another, going from one excellent case study to another. The balance between lecture and activity is excellent. People leave with great feedback on their leadership self, inspired and motivated to put their learnings to work, immediately!

Music, teams at round tables, team and individual exercises, banners, posters, and lots of visuals make QOL a super, exciting experience for all.

With a robust design, QOL can be presented to either shop associates and/or company executives alike; the content has been accepted by international groups from numerous countries and cultures visited during the last 27 years.

Important follow-up documents and processes are shared. These support materials are **systemic** in design, enabling on-going development of one's leadership journey.

Profile: Creativity & Innovation Training & Development

Michael Bagley began work in the field of creativity in the early 1980s, through the development and coordination of a graduate education Master's program in Gifted and Creative Education at the College of New Rochelle, NY. Thousands of educators in the New York/New Jersey area enrolled in courses entitled: Introduction to Creativity; Advanced Creativity; Creativity Imagery; Creative Writing; this Master's degree program offered the most courses in the subject of creativity in the world. During that time, Dr. Bagley authored and co-authored several books on the subject, including **200 Ways of Using Imagery in the Classroom; Reading Through Imagery; Using Imagery for Improving Memory; Creative Problem Solving Through Imagery; Suppose the Wolf Were An Octopus? Vol. 1,2,3. Mike's latest book is entitled: Red Square & Green Squiggles: Creativity Handbook.**

Following this extensive research and teaching at the graduate level, Dr. Bagley began consulting and training in corporate America in the mid-80s with the Ingersoll-Rand (IR) Company, located in Woodcliff Lake, NJ. Mike was given the unofficial title of **Director of Creativity** for IR in 1988. Before long, Dr. Bagley developed his signature (3 Day) creativity program called **Design Concept Development (DCD)**, aimed at New Product Development teams who had completed Voice of the Customer activities. Over a period of 15 years, Mike helped engineers/teams discover many **patentable ideas, revolutionary new products, and ultimately, hundreds of millions in revenue**. Here are a few NPD products Dr. Bagley was involved with (facilitation of DCDs): Large and Small Pavers; Large and Small Compactors; Air Power Tools; Large and Small Air Compressors; Golf Car; Four Wheel Vehicle; Exit Device; Refrigeration System; Food Display Cases; Door Locks; Bearings; Fluid Dispensers; Diaphragm/Piston and Boilerfeed Pumps, and several others.

In 1993, Dr. Bagley and Don Mills developed the Ingersoll-Rand New Product Development process, which was used extensively from 1993-1998 resulting in several, award winning new products. During the same time period, Mike was responsible for implementing IR's **Process Breakthrough** training.

Dr. Bagley infused the IR culture with a constant bombardment of creativity and fun! A quote by former IR CEO, Jim Perrella captures it best, "***you are uniquely different, and that difference has been a valuable asset to our company over the last decade.***"

In addition to IR, Dr. Bagley conducted Creativity & Innovation Training for a number of corporations including: Dresser-Rand; ABB; IDEX; Von Duprin; General Foods; Club Car; Milliken; Sterling Drugs; Tyco; Royal Vendors; Crosby Valve; and many others.

A true scientist in the field of Creativity, Mike Bagley exposes clients to many progressive tools and methodologies aimed at helping them look at problems from different perspectives, yielding a fresh set of *ideas, concepts, solutions, and innovations*. His training as an educator, along with great enthusiasm and passion has helped him bring out the very best in people.

A truly gifted teacher who uses his background as a professional athlete and coach to energize groups to extraordinary levels of achievement in creativity and innovation; his competitiveness, high energy, focus, and discipline make each and every event a memorable encounter.

Profile: Culture and Values Training

In 1996 Ingersoll-Rand engaged Dr. Bagley to develop and lead a **Culture & Values** training intervention at its new R&D center in Annandale, NJ. Over the next two years, Culture captured the minds and hearts of more than 250 people, *in Culture Workshops, Value Team meetings; Value Initiatives, Staff Meetings; and a Culture Rally* celebrating the sites seven new values (Innovation, Team Orientation, Family, Customer Focus, Performance Driven, Diversity, and Community). Every person became a member of a value team (self-selection) and was given a shirt with the color of his//her value. Value signs were displayed everywhere. It was a happening! They owned their renewed Culture! Note: Prior to launching the project, Dr. Bagley took five IR value committee members to Dallas, Texas to participate in Southwest Airline's famous **Culture Day event**. It was a great learning experience! It was a blast! In fact, the Southwest model is embedded in the philosophy, training, and follow-up initiatives of Dr. Bagley's culture intervention process.

Next, North American Van Lines shares its New Company Values 1998.

The new CEO of NAVL (the late Barry Uber) brought Bagley to a national conference in the California desert to facilitate a four hour program called "Culturefest," for 300 business and transportation owners. All 300 people became members of one of the value teams (10) and participated in a 7-8 minute team presentation highlighted by a newly created song focusing on the essence of what their value means. To help make this an amazing experience, Dr. Mike brought one of the outstanding DJs from New Jersey...DJ Mel. **Culturefest was born!!!** The ten values became a strong part of this newly revised culture. More than 200 people at NAVL's corporate center, in Ft. Wayne, IN., participated in Culture Experience Workshops taught by Mike Bagley. Note: Dr. Mike also took a team from NAVL to Southwest's Culture Day.

From 2000 through 2005, Dr. Bagley successfully brought Culture Training to both large and small companies, with each having their own set of company values. These includes: ABB, Royal Vendors; Union Metal, and a local bank in NJ.

Culturefest took off in 2006, resulting in three award winning plants for Thermo Fisher Scientific. In addition to excellent lean initiatives, practical process improvement, and Quality of Leadership, Culturefest was implemented at each of the following sites, with more than 1200 people participating in the training: Asheville, NC 2006; Marietta, OH 2007; and Dubuque, IA, 2008.

In 2008, Marietta, OH won **Industry Week's Industry Week's Best Plant Competition Award**. Dubuque, in 2008 won the area **Labor-Management Award** (out of 1100 businesses); and finally, in 2014, Asheville, NC won **Industry Week's Best Plant Competition Award**. All the right things happened in those plants; great leadership; right technical interventions (walk-about, Tier Boards, Lean Keys) right training and follow-up; and upper management just let them be great!

The Culturefest process designed by Dr. Bagley (according to thousands of participants is considered the most powerful and effective culture/values training intervention in the country).

Other Courses and Seminars offered by Dr. Mike Bagley:

Driving Innovation (2 or 3 days) focused on Process and/or Product Innovation

Voice of the Customer (2 days)

Creative Thinking Seminar (1 day; ½ day) demonstration of creative problem solving tools

Team Building Events (TBD) 10 – 500 hundred people

Education:

BS Education Methodology New Jersey City University, NJ

MS Education & Psychology Montclair State University, NJ

Ph.D. Education & Psychology The University of Texas at Austin, TX

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