

Professional Bio

RUSSELL G. HANSON

Russell Hanson is president of TransTech, an Arizona-based organizational effectiveness consulting firm celebrating over 22 years in business. TransTech specializes in leading organizational change efforts, including the design and implementation of high performance work teams, business process improvement, strategic Partnering relationships, employee involvement processes, and implementation of new technology. He also works one-on-one as an Executive Coach to enhance individual leadership performance.

Mr. Hanson has an extensive background in managing organizational change projects. While employed by Honeywell, he helped pioneer the design and development of the Total Employee Involvement process, a team-based system that resulted in a 330% productivity improvement, 54% reduction in product cost, and a 94% reduction in scrap during its first year of operation. He later co-authored Corporate Madness – How to Change the System When the System Refuses to Change, a book detailing this work team design model and methodology that has been used so successfully at Honeywell and many other companies. His team building experience includes group assessment and diagnoses, use of 360-degree feedback instruments, and outdoor adventure experiential education. He is certified to facilitate both low and high-ropes team building programs.

For the past 18 years, Hanson has worked with corporations and government agencies to design and facilitate Partnering workshops. Partnering is the process of establishing mutually beneficial relationships among the key stakeholders of a project through team-building, shared goals and an agreement for resolving issues based upon trust and respect. Partnered projects are being completed ahead of schedule, under budget and with no litigation, claims or unresolved disputes. He also helps establish Supplier/Customer partnering relationships in a variety of businesses.

Hanson is an acknowledged authority in the field of Continuous Quality Improvement and has assisted such organizations as Motorola, SEMATECH and the State of Arizona with their CQI efforts. As a consultant, he has helped companies design, plan and implement CQI processes for their organizations. He served as an instructor of many quality improvement courses, including Process Mapping and Analysis, Cycle Time Management, Statistical Process Control, Design of Experiments, Problem Solving Skills and Design for Manufacturability.

Hanson has developed and teaches specialized courses in Managing Organizational Change and Managing the Introduction of New Technology. The latter program focuses on the human aspects of technological change, including how to gain the support and commitment of those people who are affected by new technology and how to integrate new systems into the company's work environment.

Mr. Hanson holds a BS degree in Industrial and Management Engineering from Montana State University and an MS in Industrial and Systems Engineering from Arizona State University. He has authored one book on the topic of creating a high-performance team environment, developed numerous courses in the fields of TQM and group development, and has published articles in a variety of professional journals.

TRANSTECH	
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