

Birthdate: December 20, 1957
Nationality: Dutch
Home address: 4280 SW 125th LN, Miramar, FL 33027, USA
Phone: 786-537-7580
tpsi@live.com
LinkedIn profile: <https://www.linkedin.com/in/hubertrampersad>

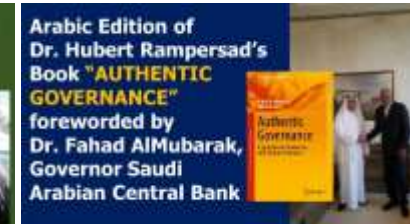
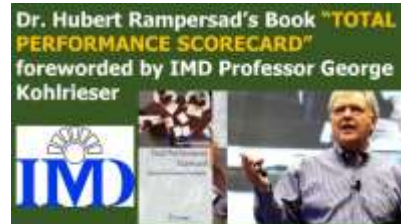
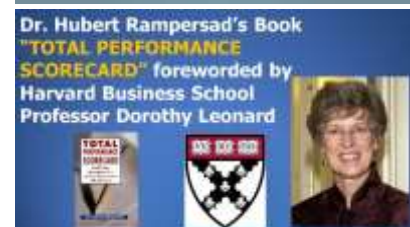


EXECUTIVE SUMMARY

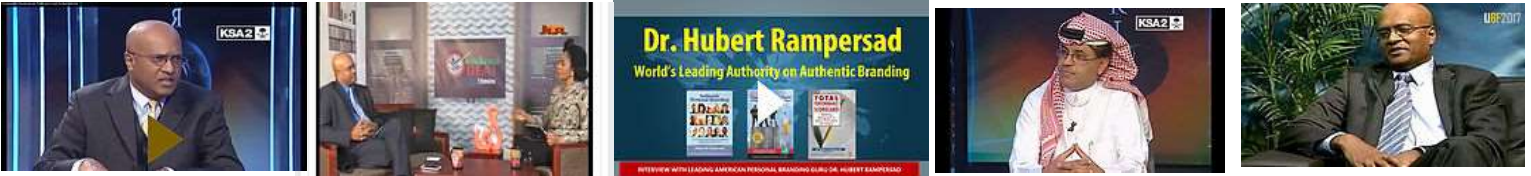
Hubert Rampersad holds a Ph.D. in Industrial Engineering & Management Science, MSc. in Innovative Technology, and BSc in Mechanical Engineering from leading accredited universities in the Netherlands. He has lectures all over the world as (guest) professor on good governance, branding, entrepreneurial leadership, political leadership, sustainable investment climate improvement, human performance management, innovation management, and organizational change. He brings over 25 years' experience in providing effective strategic leadership for the companies to establish and realize long-range goals, strategies, plans, and policies. He has established credibility throughout organizations and with boards as an effective developer of solutions to business challenges, provided strategic financial input and leadership on decision making issues affecting the organization, initiated appropriate strategies to enhance cash position, developed a reliable cash flow projection process and reporting mechanism which includes minimum cash threshold to meet operating needs, evaluated the finance structure and team plan for continual improvement of the efficiency and effectiveness as well as providing individuals with professional and personal growth with emphasis on opportunities.

He also has a proven positive outcome record by improving workforce productivity, efficiency and effectiveness by incorporating his unique holistic, authentic and measurable methodologies to support these outcomes. He has published more than 100 articles in leading journals and he is member of the Editorial Advisory Board of the journal Training and Management Development Methods (UK), journal Measuring Business Excellence (UK), the TQM Magazine (UK), Singapore Management Review, and Journal of Testing and Evaluation (USA). He has served as a guest professor at MIT Sloan and is the author of 20 books. Some of these books have been published in 20 languages and endorsed by leading professors from Harvard Business School, Yale School of Management and MIT. He has also conducted keynotes and seminars for Nokia, Philips Electronics, Lucent Technology, ABNAMRO Bank, Shell Oil Company, SABIC, IBM, Dubai World, Coca Cola, and ASML. His interview in Fortune Magazine and BusinessWeek | testimonials (also from Alan Mulally, President/Chairman/CEO Ford Motor Company) | video. Check also below information.

His specialties: good governance, entrepreneurial leadership, innovation, brand management, change management, and providing effective strategic leadership to establish and realize long-range goals, strategies, plans, and policies, creating a high performance learning culture, guiding organizational transformation, and leading complex organizational change.



Dr. Rampersad's YouTube Video Channel



His personal mission: Dedicated to help create a better world and enjoy the freedom to develop and share innovative knowledge, especially if this can mean something in the life of others.

His passion: Crusader for people empowerment, employee engagement, personal integrity and innovation.

His greatest strength: Helping innovative organizations to work smarter and ethical and creating a high performance culture to become successful.

EDUCATION

Holds a PhD, MSc and BSc from the leading accredited universities in the Netherlands:

1994: Eindhoven University of Technology, Eindhoven, Netherlands; Ph.D. in Industrial Engineering & Management Science (Cum Laude, Phd thesis published by John Wiley in the USA).

1987: Delft University of Technology, Delft, Netherlands; Master of Science in Mechanical Engineering/Robotics.

1983: Enschede Polytechnics, Enschede, Netherlands; Bachelor of Science in Mechanical Engineering.

APPOINTMENTS

- Full professor at European Global University, Paris, France, 2017-
- Full professor at The University of America, California, USA, 2017-
- Hon. Professor, South Ural State University, Chelyabinsk, Russia, 2004-
- Full Professor, Anton de Kom University, Suriname, 1997 – 2000
- Lecturer, Rotterdam School of Management, Erasmus University Rotterdam, the Netherlands, 1995- 1997 (evaluated as best lecturer for the course operation management)
- Lecturer, Eindhoven University of Technology, the Netherlands, 1990- 1995

Guest professorship/Guest lecture

Guest professor/lecturer at **MIT Sloan (MIT Leadership Center) in Boston**, NOVA University in Fort Lauderdale (USA), Alfaisal University in Saudi Arabia, Stockholm University in Russia, International Management Institute of St Petersburg (IMISP) in Russia, etc.....and at 20 other universities globally.

Teaching Areas:

Entrepreneurial Leadership, Organizational Development, Human Resources Management, Performance Management, Brand Management, Quality Management, Strategic Management, Innovation Management, and Engineering Design.

Editorial Advisory Board Membership

Member of the Editorial Advisory Board of: Journal Training and Management Development Methods (UK), Journal Measuring Business Excellence (UK), TQM Magazine (UK), Singapore Management Review, and Journal of Testing and Evaluation (USA).

HONORS AND AWARDS

- Dr. Rampersad's article, "*The Links Between Individual Learning, Collective Learning and Ethics*" (Vol. 17 No. 1, Emerald, UK) was awarded with "The most outstanding paper for Training and Management Development Methods in

2004".

- Medal of Honor from Brazilian Army in Rio de Janeiro in July 2010, check <http://bit.ly/chazqH> (delivered management & leadership development program for the Brazilian Special Forces).

PROFESSIONAL EXPERIENCE

Founder, Technological University of the Americas www.tua.university , Suriname, 2011-

Institution of higher learning dedicated to providing innovative distance education in technology management and accounting. Educate students towards reaching the highest levels of performance during their careers and provide excellence in education for our students and offer them opportunities to be successful if life.

Founder, Innovation University of Silicon Valley www.iusv.university, California, 2015- (not licensed yet, not fully operational yet)

Online Institution of higher learning dedicated to providing innovative distance education in technology management and accounting.

Founder, Innovation University of Florida, Florida, 2016- (not licensed yet, not fully operational yet)

Online Institution of higher learning dedicated to providing innovative distance education in technology management and accounting.

President, Authentic Governance Institute (www.authenticgovernance.org), Miami, Florida, 2014-

Authentic Governance Institute (AGI) is the global not-for-profit membership association for the authentic governance profession. AGI also offers a comprehensive Certified & Licensed Authentic Governance Consultant program for accountants, financial consultants, corporate governance practitioners and organizations globally.

Senior Change Management & Executive Leadership Development Consultant at Transformation Partners Company LLC, Warminster, PA, 2009-2014.

Performed a wide spectrum of activities, including strategic development, creating a high performance learning culture, guiding organizational transformation, leading complex organizational change, executive leadership development, organizational development, business process re-engineering, restructuring organizations effectively to reduce costs and enhance productivity in a sustainable way.

Senior Business Development and Good Governance Consultant at TPS International Inc., Miami, Florida, 2000-2009

Performed a wide spectrum of activities, including change management, leadership development, business development, enhancing employee engagement and workforce productivity, developing a high performance ethical corporate culture, executive leadership development, organizational development, implementing corporate governance. Lectured all over the world on these topics. Conducted Leadership Classes for Nokia, Philips Electronics, ABNAMRO Bank, Shell Oil Company, Brazilian Army, City of Amsterdam, Russian oil & gas companies, STC in Saudi Arabia, Schiphol Airport Amsterdam, etc.,

Executive Business Development Manager & Senior HR Business Partner (Non-Consulting Job) at ASML, Netherlands (world's leading provider of lithography systems for the **semiconductor industry**), Netherlands, 1994 - 1997. In charge of and responsible for business development, optimizing business processes, enhancing employee engagement, implementing TQM, improving engineering design process, leadership development, strategy development, improving customer satisfaction & employee satisfaction, and launching re-engineering initiative of existing design operations and related production process.

Senior Project Manager at QM CONSULTING BV (Management Consulting Services), Netherlands, 1987-1994. Maintained complete autonomous decision-making authority within the areas of marketing, sales, finance, human resources, and administrative affairs.

HIS BOOKS in 20 languages

(<http://tpsint.wixsite.com/tpsi/clients>):

PUBLICATIONS Hubert Rampersad

Books

1. Human Centric and Customer Centric Design Thinking for Innovation, IUF University Press, Florida, USA, 2018
2. Authentic Personal Branding for Real Estate Agents, IUF University Press, Florida, USA, 2017
3. Authentic Governance for Banks, IUF University Press, Florida, USA, 2017
4. Authentic Leadership, Partridge Publishing, Singapore, 2017 (co-authored by Dr. Ronald Tan)
5. Find the blue ocean in you; practical strategy to personal branding, CITIC Publishing House, Beijing, China, 2016. Forword by Yang Yuanqing, chairman and CEO of Lenovo.
6. Authentic Personal Brand Coaching; Entrepreneurial Leadership Brand Coaching for Sustainable High Performance, Information Age Publishing, USA, 2014.
7. Authentic Governance; Aligning Personal Governance with Corporate Governance. Springer USA, New York, 2016 Also published in India and Bahrain.
8. Be The CEO of Your Life; The Ultimate Authentic Personal Branding Formula for Standing Out from the Crowd, Global Vision Publication House, New Delhi, 2009; Also published by LID Editorial Empresarial, S.L., Madrid/Mexico City, 2009 (translated in 10 languages).
9. Authentic Personal Branding: A new blueprint for building and aligning a powerful leadership brand, Information Age Publishing, USA, 2009; (translated in 15 languages).
10. TPS-Lean Six Sigma; Linking Human Capital to Lean Six Sigma (A New Blueprint for Creating High Performance Companies), Information Age Publishing, USA, 2007. (translated in 5 languages). Hubert K. Rampersad & Anwar El-Homsi
11. The Personal Balanced Scorecard; The Way to Individual Happiness, Personal Integrity and Organizational Effectiveness, Information Age Publishing, USA, 2006 (translated in 15 languages).
12. Werken met de Total Performance Scorecard, Lemma, Utrecht, 2005 (in Dutch)
13. Effectief Managen van Totale Kwaliteit; duurzame Organisatieverandering met TQM, Six Sigma en Total Performance Scorecard. Lemma, 2005 (in Dutch)
14. Managing Total Quality; Enhancing Personal and Company Value, Tata McGraw-Hill, India, 2005 (translated in 5 languages).
15. Total Performance Scorecard; Self-assessment Workbook. Benchmarking Ltd, Helsinki, January, 2005. Hubert Rampersad & Kari Tuominen



16. Total Performance Scorecard: Redefining Management to Achieve Performance with Integrity, Butterworth-Heinemann Business Books, Elsevier Science, Massachusetts, May 2003. (Translated in 22 languages).
17. Total Quality Management: an executive guide to continuous improvement, Springer-Verlag, Heidelberg, New York, 2001. Translated in 3 languages
18. Strategisch management; een visionaire benadering, "Controlling in de praktijk", Kluwer Bedrijfsinformatie, Deventer, 1997(in Dutch).
19. Integrated and Simultaneous Design for Robotic Assembly, John Wiley & Sons, New York, 1995.

Rampersad's Publications in International Peer-Reviewed Journals

1. Why Traditional Corporate Governance Implementations Fail and Lack Sustainability. Global Journal of Management and Business Research, Volume 14 Issue 6 Version 1.0 Year 2014, Global Journals Inc. (USA), Online ISSN: 2249-4588 & Print ISSN: 0975-5853 https://globaljournals.org/GJMBR_Volume14/3-Why-Traditional-Corporate-Governance.pdf
2. Aligning Personal Branding with Corporate Branding. Singapore Management Review, Singapore, Vol. 32, No.2, 2010. pp. 25-45
3. The way to a high-performance culture with the Total Performance Scorecard. Strategic Change, USA, Vol. 17, John Wiley InterScience, 2008, pp. 43-55.
4. Enhance self-effectiveness by breathing and silence exercises. Training and Management Development Methods, Vol. 21 No. 2, Emerald Group Publishing Limited, UK, 2007.
5. Towards personal and organizational effectiveness and integrity. The TQM Magazine, Volume 19, Issue: 4, UK, 2007
6. Personal Balanced Scorecard. PKU Business Review, China, Vol. 30, no. 1, 2007. pp. 90-95
7. Self-Examination as the Road to Sustaining Employee Engagement and Personal Happiness, Performance Improvement, Wiley InterScience, Volume 45, Number 8, USA, 2006
8. Towards personal and organizational effectiveness and integrity, The TQM Magazine Volume: 18 Issue: 4, UK, 2006.
9. Total performance scorecard: the way to personal integrity and organizational effectiveness, Measuring Business Excellence, Emerald Group Publishing Limited, Volume: 9 Issue: 3, UK,2005, Page: 21 – 35
10. Total Performance Scorecard: Aligning Human Capital with Business Strategy and Ethics, Nanyang Business Review, Vol. 4, No. 1, Nanyang Business School, Singapore, 2005
11. Sustainable Competence Development: a case study of Business Jet. Training and Management Development Methods, issue 3, Emerald Group Publishing Limited, UK, Vol. 18, No. 3, 2004.
12. The Links Between Individual Learning, Collective Learning and Ethics. Training and Management Development Methods, Vol. 17 No. 1, Emerald Group Publishing Limited, UK, 2003. This article was awarded with "THE MOST OUTSTANDING PAPER for Training and Management Development Methods in 2003"
13. Linking self-knowledge with business ethics and strategy development. Business Ethics: A European Review, volume 12, number 3, Blackwell Publishing, University of Cambridge, July 2003. pp. 246 – 257.
14. Increasing Organizational Learning Ability Based On A Knowledge Management Quick Scan, Journal of Knowledge Management Practice, Volume 3, Management Learning Processes, Canadian School of Management, October 2002
15. 75 painful questions about your customer satisfaction. The TQM Magazine, Volume 13, Issue: 5, UK, 2001.
16. A visionary Management Model. TQM Journal, Volume 4, MCB University Press, Bradford, UK, June 2001.
17. Robotic Assembly System Design for Total Productivity. International Journal of Production Research, Vol. 34, No. 1, pp. 71-94, Taylor and Francis Ltd, London, January 1996.
18. Integrated and assembly oriented product design. Integrated manufacturing Systems, Volume 7, Emerald Group Publishing Limited, Bradford, UK, 1996.
19. An integral assembly model. Journal of Intelligent Manufacturing, Volume 6, No. 1, Springer, pp. 41-51, London,1995.
20. A Case Study in the Design of Flexible Assembly Systems. International Journal of Flexible Manufacturing Systems, Vol. 7, No. 3, pp. 255-286, Springer, Boston, September 1995.
21. Concentric Design of Robotic Assembly Systems. Journal of Manufacturing Systems, Vol. 14, No. 4, pp. 230-243, SME, Michigan, Elsevier Science, October, 1995.
22. State of the art in robotic assembly. Industrial Robot: An International Journal, Volume 22, Issue: 2, UK, 1995.
23. Concurrent Design of Product Process and Robotic Assembly System. International Journal of Assembly Technology and Management (Assembly Automation), Vol. 15, No. 1, MCB University Press, pp. 21-28, Bradford, UK, 1995.

Rampersad's Research Work that Appeared in International Conference Proceedings

1. Authentic Personal Branding. The Asia HRD Congress: Leading Human Capital, Lading Organisations, PPM Manajement-SMR Group, Jakarta, Indonesia, 2008.
2. Performance Management as foundation for Continuous Improvement. Proceedings of the International School-Seminar "Metrology, Standardization, Certification and Product Quality Management", Tambov State Technical University, Russia. Organized by the Russian Academy of Sciences. December 2003.
3. A Concentric Design Process. Proceedings of the Advanced Summer Institute in Coopera-tive Intelligent Manufacturing Sy-stems, pp. 158-165, Patras, Greece, June 1994.
4. Integral and Simultaneous Design of Robotic Assembly Systems. Proceedings of the Third International Conference on Automati-on, Robotics and Computer Vision, pp. 132-138, Singapore, November 1994.
5. The House of DFA. Proceedings of the IEEE International Symposium on Assembly and Task Planning, pp. 312-318, Pittsburgh, August 1995.
6. Simulating Robotic Assembly Cells: A general model using Coloured Petri Nets. Proceedings of the International Conference on Data and Knowledge Systems for Manufacturing and Engineering, pp. 368-382, Hong Kong, 1994 (co-author).

Rampersad's Publications in International Non-Refereed Journals

1. Reinforcing Employee Engagement, Brandchannel, New York, USA, October 2010
2. Building your brand (and keeping your job), interview in Fortune Magazine, USA, July 2010 <http://bit.ly/bUWQQd>
3. 4-Point Survival Guide for Turning Personal Financial Crisis into Opportunity, The Market Oracle, USA, January 2009
4. Aligning Personal Branding with Corporate Branding, Human Capital Review, Knowledge Recources, Randburg, South Africa, 2009
5. Personal Integrity. Human Capital Review, Knowledge Recources, Randburg, South Africa, 2009
6. Authentic Personal Branding, interview in BusinessWeek, USA, September 29, 2009 <http://bit.ly/19foBq>
7. Personal branding to beat the financial crisis, Zimbabwe Guardian, January 2009
8. Authentic Personal Branding, Brandchannel, New York, USA, 2008
9. Personally Brand Performance to Accelerate Success, Manage Smarter, USA, May 2008.
10. Have You Created a Personal Brand? California Job Journal, USA, December 2008.
11. Construyendo una autentica Marca Personal. Capital Humano, Chile, Santiago, Vol. 17, april 2008. Pp. 33-39
12. A Balancing Act for Life, interview in BusinessWeek, USA, June 5, 2007 <http://bit.ly/OAUG2>
13. Towards personal and organisational effectiveness and integrity, MBACoZA, South Africa, 2006
14. Do scorecards add up? Ca Magazine, Canada, Toronto, Vol. 138, No. 4, May 2005 (co-author)
15. Personal Management based on the Personal Balanced Scorecard. Today's Manager, Singapore Institute of Management, Singapore, June 2005
16. Performance Management as Part of Total Quality Management, Today's Manager, Singapore Institute of Management, Singapore, January 2004
17. Continuous Improvement of Business Processes, Transactions of TSTU.-Vol.10.-N 1.-pp.25-42. Russia, 2004
18. Overcoming Personal Resistance to Change when Implementing QMS, Methods of Quality Management.-N 12.-pp.31-35; Russia, 2003 (Co-author)
19. Organizational Learning for Successful Companies. Today's Manager, Singapore Institute of Management, Singapore, October--November 2003
20. Leadership in Learning Organizations. Today's Manager, Singapore Institute of Management, Singapore, October--November 2003
21. How to Increase your Organizational Learning Ability. Today's Manager, Singapore Institute of Management, Singapore, October--November 2003
22. Increasing Organizational Learning Ability Based On A Knowledge Management Quick Scan, Journal of Knowledge Management Practice, Volume 3, Management Learning Processes, Canadian School of Management, October 2002
23. Key productivity enhancement factors for Surinamese enterprises, Journal of Social Sciences, Volume V, Paramaribo, December 1998.

24. Bottlenecks and Development Tendencies in Robotic Assembly. Robotics Today, Volume 8, No. 3, pp. 1-5, Michigan, USA, November 1995.
25. Design Methodology for Automatic Assembly. International Journal of Studies in Informatics and Control, Vol. 4, No. 1, pp. 35-45, Bucharest, April 1995.

Rampersad's Publications in Dutch language

1. Ontwerpen van een efficiënte gestroomlijnde organisatie. Directie Zaken, 4e jaargang, Haarlem, 1996, pp. 20-24.
2. Interculturele audit geeft concrete invulling aan maatschappelijk verantwoord ondernemen, Kwaliteit in Bedrijf, nummer 9, 2001.
3. Zestig pijnlijke vragen omtrent uw klantgerichtheid. Tijdschrift voor Marketing, nummer 7/8, jaargang 36, Deventer, juli 2002.
4. Afstemmen persoonlijke en organisatorische doelen met persoonlijke Balanced Scorecard. Kwaliteit in Bedrijf, Nr. 6, Amsterdam, augustus 2002.
5. Effectief Teamwork, Body Biz, jaargang 12, nummer 7, augustus 2002.
6. Leren en afleren in het kader van organisatieverandering. Bedrijfskundig Vakblad, Nr. 5, Amsterdam, augustus 2002.
7. Hoe staat het met het lerend vermogen van uw organisatie? Specifiek, Nr. 5, Goor, augustus 2002.
8. De Balanced Scorecard van Business Jet, prioriteitenstelling essentieel bij strategieformulering. Tijdschrift Controlling, Kluwer, nr. 9, jaargang 17, september 2002.
9. Total Performance Scorecard; Alternatief voor organisatieverandering en –verbetering, Manager & Literatuur, jaargang 8, oktober 2002
10. Quicksan voor het meten van klantgerichtheid, Business Process Magazine, nummer 6, jaargang 8, oktober 2002
11. Risicomanagement moet falen voorkomen, Specifiek, Nr. 6, Goor, oktober 2002.
12. Het bedrijfsleven moet zijn moraal terugkrijgen, Financieele Dagblad, 8 oktober 2002.
13. Model voor competentie-ontwikkeling. Informatie, Jaargang 44, Den Haag, november 2002. pp. 42-45
14. Effectief teamwork. Body Biz, jaargang 12, No. 7, Gennep, augustus 2002., pp. 87-70
15. Test uw klantgerichtheid. Sales Management (Kluwer), jaargang 16, no. 11, Deventer, november 2002, pp. 40-41.
16. Probeer morele normen en waarden in te bedden in het strategisch beleid. Interview in Business Process magazine, no. 7, jaargang 8, Alphen a/d Rijn, november 2002, pp. 25-27
17. Voortdurende verbetering van bedrijfsprocessen op basis van prestatie-indicatoren. Kwaliteit in Bedrijf, Nr. 9, Amsterdam, december 2002. pp. 24-29
18. Het concept van de Total Performance Scorecard. Tijdschrift Controlling, Kluwer, nr. 12, jaargang 17, december 2002. pp. 24-28
19. Echte verandering begint bij jezelf. Ondernemend Nederland, nr. 12, Vlaardingen, januari 2003. pp.50-51
20. Risicomanagement. Het Facility Management Handboek. Aflevering 25, december 2002.
21. Voortdurende verbetering op basis van prestatie-indicatoren. Het Facility Management Handboek. Aflevering 25, december 2002.
22. Het meten van het lerend vermogen van uw organisatie. Facility Management Handboek. Aflevering 25, december 2002.
23. Duurzame competentieontwikkeling. Facility Management Handboek. Aflevering 25, december 2002.
24. Ethisch verantwoord ondernemen; de link tussen bedrijfsethiek en de balanced scorecard. Finance & Control, nr.1, 2e jaargang, Deventer, februari 2003. pp. 16-20
25. Het beste van twee werelden: de integrale Balanced Scorecard. Gids voor Personeelsmanagement. Jaargang 82, nr. 4, Alphen a/d Rijn, april 2003. pp. 14-17.
26. Total Performance Scorecard. Checklisten Financieel Management, aflevering 46, Kluwer, Deventer, 2003.
27. Scorecard voor plezier in het werk. Interview in Financieele Dagblad, 1 mei 2003.
28. Organisatiecultuur bepaalt niet alles; het draait om goede fit. Interview in Arbo, maart 2003, Kluwer, Deventer, 2003.
29. Interpersoonlijke communicatie. Facility Management Magazine, nr. 110. mei 2003.
30. Hoe kan het lerend vermogen van uw organisatie worden vergroot? Management Tools, nr. 2, Kluwer, juni 2003.
31. De Balanced Scorecard; een casestudie. Facility Management Handboek. Aflevering 26, mei 2003.
32. Organizatieverandering. Facility Management Handboek. Aflevering 26, mei 2003.

33. Leren en afleren in het kader van organisatieverandering. Handboek Checklisten Financieel Management, Kluwer, afl. 47, juli 2003. pp. 15-01 – 15-21.
34. Total Performance Scorecard; een fundament voor effectief leren en ethisch verantwoord ondernemen. Bedrijfskunde, Kluwer, jaargang 75, nr. 2, 2003. pp. 88-96.
35. Checklist ethiek en zelfkennis als fundament voor effectieve strategie- competentieontwikkeling. Checklisten Personeelsmanagement, Kluwer, afl. 46, juli 2003. pp. 6..A.4.8-01 - 6..A.4.8-22.
36. Een oplettende blik; Risicomanagement in het Rotterdamse Oogziekenhuis. Medisch Contact, Jaargang 58 nr. 34 - 22 augustus 2003 (co-auteur).
37. Effectief Vergaderen. Het Facility Management Handboek, Afl. 27, augustus 2003.
38. Zelfmanagement. Het Facility Management Handboek, Afl. 27, augustus 2003.
39. Quality Function Deployment. Het Facility Management Handboek, Afl. 27, augustus 2003.
40. Effectief Teamwork. Het Facility Management Handboek, Afl. 27, augustus 2003.
41. Risicomanagement in Zorginstellingen. Het Facility Management Handboek, Afl. 27, augustus 2003.
42. Cultuuromslag essentieel bij organisatieverandering. Het Facility Management Handboek, Afl. 27, augustus 2003.

Key Endorsements Dr. Rampersad's Best-Selling Books

Total Performance Scorecard:

“Hubert Rampersad has amassed and synthesized a huge amount of material . . . The book serves as a practical guide, in that there are numerous exercises and business illustrations.”—From the Foreword by Dorothy A. Leonard, The William J. Abernathy Professor of Business Administration, Harvard Business School.

“Hubert Rampersad takes the balanced scorecard and other management ideas and puts them in a framework of personal integrity. By unifying organizational change strategies with individual ethics he has written an outstanding synthesis, which is addressed to the corporate challenges of managing in the 21st century.”—Paul Bracken, Professor of Management, Yale School of Management

“Total Performance Scorecard is a thorough, systematic, and integrated approach to individual and organization success. It synthesizes and extends personal, leadership, and organization theories of change and success. It offers managers tools to do a complete physical for their organization and it offers individuals an encyclopedia of knowledge about personal success.”—Dave Ulrich, Professor of Business, University of Michigan.

“Hubert Rampersad’s Total Performance Scorecard is management technology for the enlightened age. Rampersad beautifully explains how anyone can apply principles of motivational alignment and individualistic scorecard techniques to engineer an organization for continuous learning.”—Dr. James O’Toole, Massachusetts Institute of Technology

“For organizational leaders looking to achieve outstanding results through the Balanced Scorecard, this book by Dr. Hubert Rampersad is essential reading. Through his exceptional framework of the Total Performance Scorecard (TPS), Dr. Rampersad takes the ideas of the Balanced Scorecard to even greater heights. His system creates a completely new vision for bringing individual, team and organizational performance to higher levels, through a comprehensive set of tools that can easily be applied to a broad range of organizational systems. ”.--George A. Kohlrieser, Professor of Leadership & Organizational Behavior , IMD, Switzerland

Personal Balanced Scorecard:

Personal Balanced Scorecard offers individuals a sense of hope and a pathway to get there. The frameworks and questions focus attention on the right issues in the right way.--Dave Ulrich, author HR Value Proposition, partner The RBL Group, and Professor Ross School of Business, University of Michigan

The Personal Balanced Scorecard offers a useful framework to help translate organizational strategies into personal development and improvement plans. By providing the tools to help turn strategy into action, this book can help any manager to enhance his or her personal and professional success. --Mark Huselid, Professor of HR Strategy, Rutgers University, USA, and co-author of the international bestsellers The HR Scorecard and The Workforce Scorecard.

Authentic Personal Branding:

*"In Authentic Personal Branding, Hubert Rampersad has provided a sorely needed guidebook for knowledge workers. He shows us all how to build our own personal brand – and just as important – how to persuasively communicate this brand to the world... I love his focus on authenticity... My request to you, the reader, is – make this book part of your life. Don't just read this book for its 'interesting' content. Don't be content with a few 'aha' moments. Make it part of your life planning – and ultimately part of your life! If you do, you can become a more integrated and successful person – and better enable your company to help you make a positive difference in our world!" -- **Marshall Goldsmith, New York Times & Harvard Business School Press bestselling author, Wall Street Journal #1 business book author and the Harold Longman Award winner for Best Business Book of the Year for 2007.***

*"Hubert Rampersad has a knack for preparing comprehensive frameworks for analyzing important issues... The four stage branding model that he suggests proposes an explicit way to turn a desired external identity into something concrete and actionable... It's a wonderful step by step approach to making out desired brand explicit... The mental models and their related investigative questions will help you know where you are today so you can get to where you want to be tomorrow... This book offers an architecture to turn these ideas into action." -- **Dave Ulrich, author HR Value Proposition, partner The RBL Group, and Professor Ross School of Business, University of Michigan***

TPS-Lean Six Sigma:

*Hubert Rampersad and Anwar El-Homsi combine the power of Lean Six Sigma with an approach that stresses the importance and need of developing an organizational structure and philosophy that combines the goals of and aspirations of the individual with those of the company.....During my 38 years of business experience, I've seen many well developed management concepts being applied without success and that have failed to recognize the importance of aligning the needs and aspirations of employees with those of company objectives". --- **Ricardo A. Gonzalez Director Worldwide Purchasing, EASTMAN KODAK COMPANY, Rochester, New York***

*"This book packs a big punch. Any company interested in improving their quality processes fast needs to incorporate its message." -- **Paul Bracken, Professor of Management, Yale School of Management***

*TPS-Lean Six Sigma puts heart in the (Lean) Six Sigma process. It's designed for human beings and integrates both process and people to achieve maximum results.-- **Marshall Goldsmith, New York Times & Harvard Business School Press bestselling author, Wall Street Journal #1 business book author and the Harold Longman Award winner for Best Business Book of the Year for 2007.***

Authentic Governance:

*"Authentic Governance is a most apt title for this new and much-needed guide to the essentials of good corporate governance. This book is an innovative approach to the subject and will help organizations to realize sustainably-high corporate performance and ethical corporate excellence. It not only provides the reader with a well-written and comprehensive account of the 'do's and don'ts' of the topic, but also provides detailed questionnaires and guides in template format to use when implementing their suggested techniques".-- **Vernon David Swart, CEO at Lexington Capital Partners, San Jose, Silicon Valley, California, USA***

*"Authentic Governance is a systematic, integrated, pragmatic, and innovative approach to corporate governance. By expanding traditional corporate governance concepts and integrating personal integrity and ethical leadership into one overall authentic governance framework, Hubert Rampersad gives us a new blueprint for sustainable corporate governance in which formal corporate regulations and personal values mutually reinforce each other. By unifying corporate ethics with individual ethics they have written an outstanding synthesis, which is addressed to the corporate challenges of managing in the 21st century. This book makes a most useful contribution to the never-ending challenge of protection from potentially catastrophic ethical failures. It serves as a practical guide and a tool kit for executives who aspire to realize ethical corporate excellence". -- **Lawrence Walker, President Crown Capital Group, Birmingham, Alabama, USA***

What Others Have to Say About Dr. Hubert Rampersad

Marshall Goldsmith

The world's leading coaching expert, Marshall Goldsmith, New York Times & Harvard Business School Press bestselling author, Wall Street Journal #1 business book author and the Harold Longman Award winner for

Best Business Book of the Year for 2007. He is recognized by the American Management Association as one of 50 great thinkers and leaders who have impacted the field of management over the past 80 years:

"I love the work and philosophy of Dr. Hubert Rampersad. He has a very broad view of the work and human experience that can be extremely helpful. He is one of the great thought leaders that is both helping organizations increase effectiveness and helping people have better lives. He is helping make the world a better place, and is one of the few coaches who look at the entire picture. In Authentic Personal Branding, Rampersad has provided a sorely needed guidebook for knowledge workers. He shows us all how to build our own authentic personal brand – and just as important – how to persuasively communicate this brand to the world... I love his focus on authenticity... My request to you, the reader, is – make this book part of your life. Don't just read this book for its 'interesting' content. Don't be content with a few 'aha' moments. Make it part of your life planning – and ultimately part of your life! If you do, you can become a more integrated and successful person – and better enable your company to help you make a positive difference in our world!"

Bob Marx

HR Manager at United States Air Force, Ohio, USA

"Dr. Rampersad did an excellent job in presenting his unique management and coaching for the management of our Squadron in Ohio. Quite frankly I was surprised how much prior research they had done into the USAF and the personnel system changes but then that demonstrates a high degree of professionalism. USAF is trying to become more accountable for performance using the Balanced Scorecard method, but I like the way Dr. Hubert Rampersad has tied the BSC to a Personal Balanced Scorecard. It's almost like Kaplan & Norton meet Stephen Covey."

Alan Mulally

President, Chairman, CEO Ford Motor Company, Dearborn, MI, USA & Member Advisory Board President Donald J. Trump

"Dear Hubert, I just received your new book "Be the CEO of Your Life". Thank you so much. I could not put it down! You are right, we have one life in which personal life, family life, business life, and spiritual life are integrated. To serve is to live. We are one my friend. Thank you. 12/7/09".

John H. Robbins

Advance Leaders Course Developer for the US ARMY, Jacksonville, Florida, USA

"Dear Hubert, I am writing courseware for the US Army, Advance Leaders Course. We are developing a class that covers your Personal Balanced Scorecard & Personal Branding coaching method. The reason I am contacting you is for permission to use the related information you have developed on your unique coaching method and published in your books. Honestly your holistic Personal Balanced Scorecard and Authentic Personal Branding system are new concepts to me but after my research I have found it very interesting and can easily understand the application. The one thing I have found is that by creating your own scorecard opens your eyes to personal thoughts the average person won't normally consider. In actuality the idea is common sense but the application is novel. I would appreciate your consideration of this effort".

Dr. Fahad AlMubarak

Governor, Saudi Arabian Monetary Agency (Central Bank Saudi Arabia)

Rampersad's Authentic Governance book addresses the catastrophic ethical failures in many companies of the past few years, including banks. We need a humanized and sustainable approach to corporate governance that places more emphasis on personal integrity. As Hubert Rampersad says: 'The ability to look at oneself honestly and openly is the most powerful and important skill in personal and corporate governance'. Good corporate governance is all about intellectual honesty and ethical values in compliance with the relevant set of rules and regulations. The book takes the reader in detail through how to clearly structure corporate governance effectively and in a sustainable way. This important book should be required reading for leaders, senior management and employees of banks and other financial institutions globally.

Dr. Rasheed M. AlMaraj

Governor, Central Bank of Bahrain

Good Corporate Governance has taken an interesting turn globally in recent years following the failure of many corporations. I agree with the author that business cannot be managed with regulators, guidelines and procedures alone; good governance matters. In Authentic Governance, Hubert Rampersad has provided a new approach on making ethics a way of life. It presents a sustainable and comprehensive approach to ethics and social responsibility. The book comes at a time when the world is reassessing the prevailing work ethics to ensure a better working environment that meets the public confidence. Interesting reading for all of us.