Robert Rodriguez, PhD

President - Dr. Robert Rodriguez Advisors LLC

Dr. Rodriguez specializes in enterprise diversity strategy planning, employee resource group optimization and Latino talent management programs. Over 200 corporations have sought his expertise and consultation to develop proactive diversity initiatives that have a positive impact on business results. So many corporations rely on Dr. Rodriguez for insight on their diversity initiatives that *Hispanic Business* magazine named Robert one of the Top 100 Most Influential Latinos in Corporate America. In 2017, Chicago United selected him as one of the Business Leaders of Color.

Prior to starting DRR Advisors, Dr. Rodriguez held non-profit, academic and corporate leadership roles. Dr. Rodriguez currently teaches executive education courses at both the University of Southern California (USC) and Southern Methodist University (SMU). He previously held leadership roles at Fortune 500 firms, including Target Corporation, 3M Company, Amoco and The Washington Post.

Dr. Rodriguez is a columnist for *Diversity Executive* magazine and was formerly a writer for *Human Resource* magazine. He's written for, or been quoted in, the *Chicago Tribune, BusinessWeek, The Wall Street Journal, The Washington Post, Hispanic Executive and Latino Leaders* magazine. Robert is best known for his book, *Latino Talent: Effective Strategies to Recruit, Retain and Develop Hispanic Professionals* which is used by dozens of corporations as a framework for their Latino diversity programs.

Dr. Rodriguez holds doctorate in Organization Development and is a graduate of the Latino Leadership Institute at UCLA. Dr. Rodriguez resides in Chicago. He can be reached at DRR Advisors at Robert@DRRAdvisors.com.

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Partial Listing of Publications:

- Rodriguez, Robert (2014) **What Great Diversity Leaders Don't Do.** ***Diversity Executive Magazine*** March, pp. 23
- Rodriguez, Robert (2013) **Diversity Research Must Be Practical.** ***Diversity Executive Magazine*** October, pp. 21
- Rodriguez, Robert (2013) **Has Anyone Seen HR Lately.** ***Diversity Executive Magazine.*** March pp.10.
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- Rodriguez, Robert (2012) **Why Are Professional Associations Undervalued?** ***Diversity Executive Magazine*** January pp.19
- Rodriguez, Robert (2011) **Choosing Diversity Non-Profit Partners Wisely** ***Diversity Executive Magazine*** March, pp. 21
- Rodriguez, Robert (2010) **ERG's as a Talent Pipeline.** ***Diversity Executive Magazine.*** November pp.10.
- Rodriguez, Robert (2010) **Latinos and African Americans: Necessary Alliance.** ***Diversity Executive Magazine.*** May pp.10.
- Rodriguez, Robert (2009) **Diversity Conference Pet Peeves.** ***Diversity Executive Magazine.*** July pp. 12.
- Rodriguez, Robert (2009) **The Milli Vanilli Effect** ***Diversity Executive Magazine.*** May pp. 12.
- Rodriguez, Robert (2008) **Learning's Impact on Talent Flow.** ***Chief Learning Officer Magazine***, April pp. 51-55.
- Rodriguez, Robert (2008) **Enhancing Latino Recruiting Effectiveness.** ***Journal of Corporate Recruiting Leadership***, March pp. 25-31.
- Rodriguez, Robert (2007) ***Latino Talent: Effective Strategies to Recruit, Retain and Develop Hispanic Professionals.*** Wiley & Sons Publications, New York, NY.
- Rodriguez, Robert (2006) **Creating an Employment Brand for your Company.** ***Talent Management Magazine***, November. Vol. 2, Issue 6, pp. 31-36.
- Rodriguez, Robert (2006) **Diversity Finds Its Place.** ***HR Magazine***, Aug. Volume 51, Issue 8, pp. 56-61.
- Rodriguez, Robert (2005) **Bridging the Diversity Gap.** ***Chief Learning Officer Magazine***, Dec, 3 (12) pp. 71-73.
- Rodriguez, Robert (2005) **Involving Employees in Leadership Development.** ***Workforce Performance Solutions Magazine***, June, Vol. 1, Issue 2, pp. 28 – 31.
- Rodriguez, Robert (2004) **Filling the HR Pipeline.** ***HR Magazine***, September, Vol. 49, Issue 9, pp. 72-79.
- Rodriguez, Robert. (2004). **Organization Development in Barbados: An O.D. case study.** In P. Sorensen, T. Head, Yaeger & D. Cooperrider (Eds.) ***Global and International Organization Development***: 357-370. Champaign Illinois: Stipes Publishing.
- Rodriguez, Robert (2004) **HR Impact on Corporate Culture.** ***HR.Com,*** August 30, online Web Article.
- Rodriguez, Robert (2004) **Tapping the Hispanic Labor Pool.** ***HR Magazine***, April, Vol. 49, Issue 4, pp. 72-79.
- Rodriguez, Robert (2002) **If you aren't keeping your Job, Learn how to leave it.** ***Chicago Tribune***, Apr 3, p. 1.
- Rodriguez, Robert (2001). **Enhancing Executive Team Effectiveness.** ***I-Street Magazine***, December 15, p. 22

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Partial Listing of Conference Presentations:

- **"ERGs as a Talent Engine"**
  Hispanic Association for Corporate Responsibility – HACR (December, 2016, New York, NY)

- **"Establishing an ERG Leadership Academy"**
  National Affinity Leadership Council (NALC) (June, 2016, New York, NY)

- **"Leveraging Latino Ethnicity as an Asset in the Workplace"**
  Harvard Latino Leadership Summit (April 2014, Cambridge, MA)

- **"Assessing ERG Performance using the 4C Model"**
  Multicultural Forum on Workplace Diversity Summit (March, 2012, Minneapolis, MN)

- **"Latino 2.0 Strategy"**
  Diversity Executive Strategies 2011 Conference (February, 2011, Half Moon Bay, CA)

- **"The Current State of Latino Leadership in Corporate America"**
  ALPFA National Conference (August, 2010, Orlando, FL)

- **"Improving Employee Resource Group Effectiveness"**
  National Council of LaRaza Annual Conference (June 2010, San Antonio, TX)

- **"Latino 2.0"**
  Silicon Valley Latino Leadership Summit (May 2010, Palo Alto, CA)

- **"Trends & Best Practices in Latino Diversity"**
  National Hispanic Corporate Achievers Summit (October 2009, New York City, NY)

- **"Leveraging Your Ethnicity as an Asset in the Workplace"**
  The Multicultural Foodservice & Hospitality Alliance (MFHA) Regional Conference (June 2009, Chicago, IL)

- **"The Role of Latino Non-Profit Professional Associations in Shaping Future Leaders"**
  Hispanic Alliance for Corporate Responsibility (HACR) Diversity Summit (May 2009, Dallas, TX)

- **"The Impact on Demographic Trends on Corporate America"**
  The National Hispanic Corporate Council Conference (April 2009, Hallmark Corporation, Kansas City, GA)

- **"Preparing for Workforce 2020"**
  Talent Management Strategies Conference (February 2009, Laguna Niguel, CA)

- **"Future Trends in Corporate Diversity Education"**
  The Conference Board Enterprise Learning Conference (February 2009, Atlanta, GA)

- **"Latino Leadership Strategies"**
  Heartland Latino Leadership Annual Conferences (November 2008, Omaha, NE)

- **"Job Search and Career Networking Strategies – A Latino Perspective"**
  National Society of Hispanic MBA's (NSHMBA) Annual Conferences (October 2008, Atlanta, GA)

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- **"Cracking the Corporate Code – A Latino Perspective"**
  HPNG Latino Leadership Conference (July 2008, The Yale Club, New York, NY)

- **"The Next Generation of Latino Leaders"**
  Princeton University Latino Leadership Conference – (May 2008, Princeton, NJ)

- **"People Like Me Work There – Creating an Employment Brand to Attract a Diverse Talent Pool"**
  The Conference Board Annual Diversity Conference (April 2007, New York, NY)

- **"Involving Employees in Leadership Development Efforts"**
  Society for Human Resource Management (SHRM) Annual Conference (June 2006, Washington DC)

Partial Listing of Consulting Clients / Corporate Speaking Engagements:

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