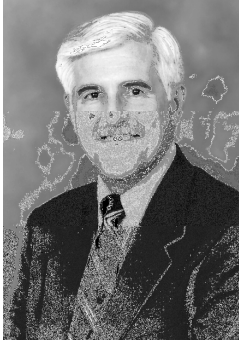


**DOUG SJOBERG**  
**Senior Training Specialist & HR Consultant**

**Brief Biography**



Doug is a Senior Trainer for Employers Group and develops and conducts in-company and public leadership, human resources, management and supervisory development training programs.

Doug has over 40 years experience as a human resource generalist, manager, and consultant with special emphasis in training and development. He has held staff and management positions in the public and private sectors with such organizations as the U.S. Navy, NCR, Square D, Loral, Taylor Made Golf, and Northern Telecom. He has also worked eight years as a consultant and training facilitator with such human resource management and training providers as RCG Management, Employers Group and the San Diego Employers Association. He has also run his own business, Sjoberg Training Services.

He served eight years as a human resources telephone helpline consultant responding to workforce management questions from clients. This experience has kept him current with state-of-the-art employer management practices and training needs in organizations. He has worked at all levels of organizations, from shop floor to executive suite, in facilitating solutions to client problems. He pioneered the HR Professional Certification programs (SPHR/PHR) now running in many Southern California universities and has taught such certification for the past 10 years. He served on the Board of Directors for both San Diego affiliates of ASTD and SHRM. Doug regularly speaks at professional association meetings using a blend of humor-filled vignettes and rich content to convey business skills.

Doug holds an M. S. degree in Human Resource Management and is a nationally Life Certified Senior Professional in Human Resources (SPHR). In addition, he has 11 years experience as a U.S. naval officer specializing in communications management, human resource management and leadership development. He has been an adjunct faculty member teaching adult education classes in business and human resource management at Chapman University, San Diego State University, UCSD and the San Diego Golf Academy.

**Degree(s)**

M. S. Human Resource Management, Chapman University, Orange, CA  
 B. S. Naval Science, University of Washington  
 Life-Certified Senior Professional in Human Resources (SPHR)

**Industries Served**

Engineering Services, Financial, Pharmaceutical, Medical, Education, Travel, Manufacturing, Agricultural, U. S. Navy, Real Estate Management, Government, Golf Equipment and Services.

**Program Design / Training Delivery**

Leadership  
 Communication  
 Harassment Prevention  
 Critical Thinking  
 Conflict Resolution  
 Coaching & Counseling  
 Motivation  
 Performance Management  
 Safety

Decision Making  
 Time Management  
 Employment Law  
 Change Management  
 Meetings  
 Teamwork  
 Problem Solving  
 Interviewing Skills  
 Job Descriptions

HR Management  
 Diversity  
 E-mail Writing Skills  
 Stress Management  
 Difficult Behaviors  
 Customer Service  
 Business Writing  
 New Hire Orientation  
 Train-the-Trainer

<b>Professional Development and Activities</b>	Member: American Society of Training & Development (ASTD) Society for Human Resource Management (SHRM)
<b>Delivery Style</b>	Blended learning with interactive facilitation, humor, practical application of content material.
<b>What Clients Have Said about Doug</b>	<p>“I also wanted you to know that in all the years that I have interacted with organizations on behalf of Parron Hall, which has been about 19 years, you are by far the very best consultant with whom I have worked. You are very clear and concise and I don’t feel stuck in a grey area after we have conversed. That is really important because it is so hard to make good decisions when you don’t really know where to stand.”  -- Victoria Needham, Vice President,  Parron Hall Office Interiors, San Diego, CA</p> <p>“I got nothing but GREAT comments about your training materials, style, and enthusiasm. We can’t wait to have you back again!”  -- Linda Rivers, Director, Human Resources  San Diego Center for Children</p> <p>“I just wanted to thank you for such a great job in our training seminar. You had just the perfect amount of humor and kept the presentation lively and interesting. You really do have a terrific style and I heard a lot of great comments, which is really unusual given a large time period and difficult subject.”  -- Perry S. Wright, Principal, CPA  Considine &amp; Considine Certified Public Accountants  San Diego, CA</p> <p>“What a pleasure to meet you this morning and have the opportunity to enjoy your training! You absolutely hit a home run! The information that you prepared was relevant and timely; your presentation was both stimulating and entertaining. I feel quite confident that AmeriCare will engage you for additional training. THANK YOU! Give yourself a pat on the back for a truly excellent program!”  -- Patricia E. Kelting, Principal, Kelting &amp; Associates, Inc.  Consultants to AmeriCare, Inc., Carlsbad, CA</p>
<b>AB 1825: Statement of Compliance</b>	<p>Doug has designed, developed and delivered training programs on harassment, discrimination and retaliation for both the public and private sectors. He was certified to facilitate harassment workshops by Anderson Davis Company, one of the nation’s premier training authorities on sexual harassment in the workplace, and is a graduate of the Darryl Sink and Associates Course Developer Workshop. He recently has completed harassment training guideline courses given by the California Department of Fair Employment and Housing and prominent California law firms. Doug has conducted approximately 300 hours of training workshops on Harassment Awareness and Prevention for California employers.</p> <p>In addition, as a value-added feature to Doug’s delivery, Employers Group helpline consultants with juris doctorates are available to answer any more complex compliance-related questions which trainees or HR professional may pose in the classroom.</p>