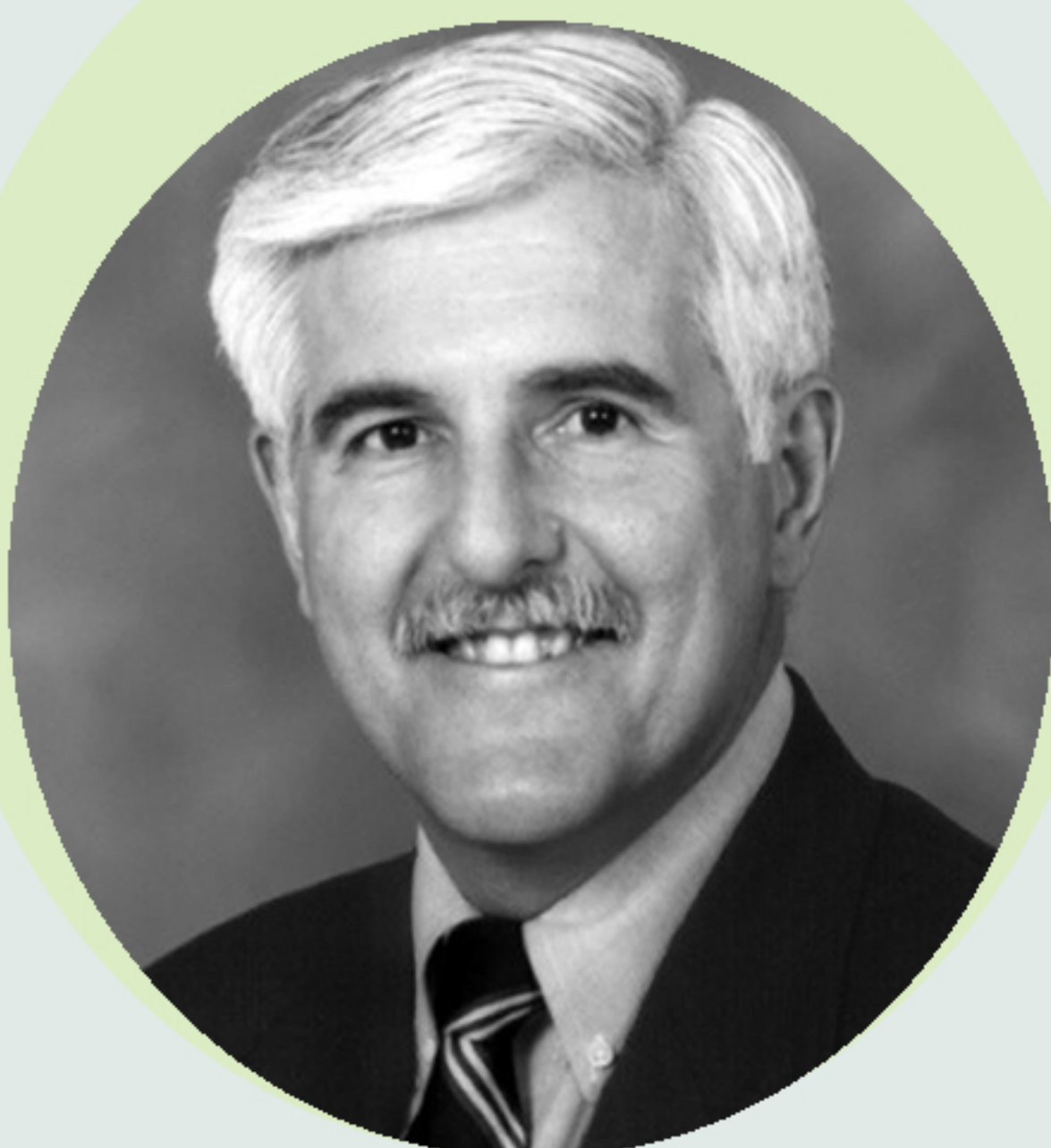




EverythingHR

**DOUG SJOBERG**  
SR. TRAINING SPECIALIST  
HR CONSULTANT



DEGREES

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

PROFESSIONAL  
DEVELOPMENT &  
ACTIVITIES

American Society of Training &  
Development (ASTD)  
Society for Human Resource  
Management (SHRM)

DELIVERY STYLES

Blended learning with interactive  
facilitation, humor, practical  
application of content material.  
sustainable.

AB1825: STATEMENT OF  
COMPLIANCE

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.  
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.

BRIEF BIOGRAPHY

**Senior Training Specialist & HR Consultant**

- 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.

PROGRAM DESIGN &  
TRAINING DELIVERY

Leadership	Meetings
Communication	Teamwork
Harassment Prevention	Problem Solving
Critical Thinking	Interviewing Skills
Conflict Resolution	Job Descriptions
Coaching & Counseling	HR Management
Motivation	Diversity
Performance	E-mail Writing Skills
Management	Stress Management
Safety	Difficult Behaviors
Decision Making	Customer Service
Time Management	Business Writing
Employment Law	New Hire Orientation
Change Management	Train-the-Trainer

WHAT CLIENTS SAYS ABOUT DOUG

"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

"I got nothing but GREAT comments about your training materials, style, and enthusiasm. We can't wait to have you back again!"

-- Lindia Rivers, Director, Human Resources  
San Diego Center for Children

"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 & Considine Certified  
Public Accountants San Diego, CA

"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 & Associates, Inc.  
Consultants to AmeriCare, Inc.,  
Carlsbad, CA