

March 4,

College of Business and Technology
Department of Human Resource Development and Technology

My purpose in pursuing the Ph.D. in HRD at University of Texas at Tyler is to acquire additional knowledge, skills, and abilities to enable me to overcome the current and future challenges of my selected career goals. My intention is to discover how to effectively assemble teams that can solve complex engineering problems efficiently. I am searching for the right combination of knowledge, expertise, balance, and motivation needed to make a team successful. My experience as manager has revealed to me that salary figures and raises alone can not motivate members of a team. I have also realized that new challenges and ownership of a project are great motivators for engineers, but I am looking for skills that will help me to discover the perfect combination. These combinations will maximize efficiency and employee satisfaction while minimizing employee turn over and job dissatisfaction.

My future career goals are divided in two phases. The first phase is in the industrial/business world. My overall career goal is to become a Chief Operating Officer. I believe that there is delicate balance between process (lean manufacturing, constraint management, and the like) and human intellectual resources. I believe that the maximum profit a company could achieve and the company's long term success lie with in the intersecting point of the two curves. My intention as a COO is to find that intersection and utilize it effectively. The various processes and manufacturing principles can not be successful with out the support and buy in of the employees. The second phase of my future career goal is the teaching phase. I intend to join the academic realm once I have retired from the COO position. I believe that the "big picture" is just as important as the specialization of the field. I would like to teach classes on the synergy system of the working industry. Those who look to become the managers and leaders in the industry may benefit from viewing the industry as a system that must work together in harmony. The human side of the equation is complex and forever changing. One can not concentrate on the process side alone.

I am confident that the Ph.D. in HRD program at the University of Texas at Tyler will give me the ability to find the answers that I am searching for and not necessarily the answers themselves. The knowledge, skills, and abilities that I will acquire during my education will aid me in finding answers to more questions that I will no doubt encounter long after my academic years.

Sincerely,

Senior Manager-Electrical Engineering

Direct Line: