



Thomas Michael Brunner, Ph.D
Founder & Principal
Performance Edge Solutions (PES)



Professional Resume

Profile – Organizational Consulting Psychologist

Dr. Brunner is an effective executive level manager and consultant as well as a published and award-winning behavioral science expert. He has the highest level of consultant credentialing (i.e., PhD) in the area of psychological science. With over 10 scientific publications and over 30 presentations in local and national forums, he is a sought after expert. He is the senior author of a behavioral science tool that has been adapted into 7 languages. Dr. Brunner is a trusted confidant to professionals and organizations around the country, in areas including coaching, career selection, personality assessment and fitness-for-duty. He delivers timely yet precise guidance that deeply yet durably impacts professional and organizational productivity. He has unique skills in scaling his work to fit the unique needs of large and small organizations across a wide spectrum of industries including start-ups, finance, construction, healthcare, education, customer service, and nonprofits.

How is Dr. Brunner’s firm distinctive? Performance Edge Solutions distinguishes itself from the “sea of consultants” given its intense focus on using superior tools and techniques applied in a truly expert manner using the highest caliber of business-related science. For example, PES has developed a Great People Science (GPS) navigation tool which applies the best techniques in a truly customized fashion. PES uses its GPS to uncover hidden human factors impeding progress toward top priority goals. PES specializes in a precision-guided approach to intervention where key organizational factors are identified while PES’ footprint is minimized through avoidance of overly invasive interventions. The PES team has consulted with local and nationally renowned organizations including the Discovery Channel and the Department of Homeland Security.

Phone: 520-296-8572 | FAX: 520-885-3922
San Rafael Professional Offices
6614 East Carondelet Dr. Tucson, Arizona 85710

www.greatpeoplescience.com



Clients of our Performance Edge Solutions (PES) firm benefit from a team of thought leaders whose collective business experience equals over three decades of work with organizations in North America and beyond. Our team has innovative skills in the following areas:

Leadership skills: Demonstrated record of achieving market leading results as founder and director of a distinguished healthcare organization. Behavioral science innovations have led to an internationally distributed tool adapted into 7 languages. Superior understanding of how to leverage scientific, personality, and technological assets to meet organizational objectives.

Trusted Confidant skills: Broad and deep experience in carefully and ethically dealing with even intimate personal information relevant to performance. In-depth experience guiding leaders/stakeholder groups needing an objective third-party consultant who retains confidentiality and forges win/win agreements.

Consulting skills: Experience includes serving individuals, teams, and organizations using flexible toolbox. Credibility includes serving as a behavioral science expert witness in the legal realm to facilitate court's clarity on complex issues to ensure prudent decision-making.

Training Skills: Seasoned experience creating training sessions resulting in sustainable change by drawing from key behavioral science principles that deeply engage participants.

Thinking Skills: Exceptionally creative contributor to and facilitator of effective situation analysis leading to precise and sustainable solutions which pre-plan "bad weather" business scenarios. Proven track record of solving highly complex personnel problems using high caliber and piercing scientific tools.

Technical Skills: Thought leader regarding how behavioral science, business, and computer technology may be integrated to optimize productivity and give lasting competitive edges. Highest level of credentialing available to facilitate high quality implementation of tools to used to meet objectives with:

Talent Development and Retention
Accurate Selection and Placement
Coaching/Leadership Development
Career Counseling and Guidance
Culture Change and Pre-Merger Due Diligence
Crisis Coaching and Counseling
Succession Planning

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Professional Work

Founder and Director. Center for Character Strength Investment. Tucson, AZ.

Established nonprofit focused center that creates and disseminates research on how to cultivate exemplary leadership character in youth. History of community focused publications.

President, Board of Directors. Carondelet Owners Association. Tucson, AZ.

Spearheaded 33,000 ft. commercial building turnaround involving over \$200,000 in improvements in less than five years while uniting 17 member professional community.

Founder & Principal. Performance Edge Solutions. Tucson, AZ.

Founder of and service provider in behavioral science/organizational consulting firm. Provide high quality organizational development, executive coaching, and employee selection/talent development to small, midsize, and large organizations across a wide spectrum of industries. Services approach focuses on providing the right level of behavioral science technology that is scaled to the unique needs of the organization such that a minimal footprint is left but sustainable results are ensured.

President. Dr. Brunner & Associates. Tucson, AZ.

Founder of and service provider in behavioral science healthcare consulting firm recognized as an innovative leader in providing exceptional research and applied services to diverse clients across the United States. This firm's accolades include helping healthcare organizations set up innovative programs as well as being involved in the training of medical doctors at a well-recognized academic hospital.

Research Associate. University of South Florida, Tampa, FL.

Serve as an associate researcher and lead scientist for numerous behavioral science projects within nationally renowned research center. Co-publish research with one of the world's pre-eminent experts on personality assessment. Senior author of behavioral science tool adapted into seven languages.

Organizational Consultant. St. Joseph's Hospital.

Served as lead consultant who spearheaded the establishment of a presurgical behavioral science assessment process to screen medical patients for surgery. Provided behavioral science analysis of cutting-edge research regarding assessment of specialized patient population.

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Research Laboratory Coordinator. University of Arizona, Psychology Department.
Coordinated the research activities of a behavioral science laboratory publishing research on cognition and human memory. Assisted with editing and processing of scientific publications. Led team of students to accomplish 100% of laboratory objectives.

University Instructor. University of South Florida, St. Petersburg campus.
Taught undergraduate courses in developmental psychology, behavior modification, and research methods. Mentor to undergraduate students considering graduate school.

Education

Ph.D. University of South Florida. Program in Psychology (APA approved).
Residency University of Florida. Department of Health Sciences.
M.A. University of South Florida. Program in Clinical Psychology.
M.A. University of Chicago. Program in Social Sciences.
B.A. Tulane University. Double Major: Philosophy and Political Science.

Licensure Board Certified Psychologist, State of Arizona

Awards and Honors

Early Career Psychologist Award, Arizona Psychological Foundation
Merit of Distinction, University of St. Andrews
Sigma Phi Epsilon Balanced Man Award, Tulane University
Society for Personality Assessment Travel Fund Award
University of South Florida Graduate Student Travel Fund Award
Society for Personality Assessment Dissertation Research Award
University of South Florida Psychology Department Travel Stipend

History of Professional Memberships

Arizona State Psychological Association
Southern Arizona Psychological Association
Society for Consulting Psychology
American Psychological Association

List of Publications & Presentations available upon request

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