

EXECUTIVE CHAMBER

CITY OF WARWICK



RHODE ISLAND

FRANK J. PICOZZI
MAYOR

December 7, 2021

TO THE HONORABLE STEPHEN P. MCALLISTER, COUNCIL PRESIDENT
AND
THE HONORABLE MEMBERS OF THE WARWICK CITY COUNCIL:

Pursuant to the Public Laws of Rhode Island, 1962
State of Rhode Island, Chapter 254

Entitled

“SEWER BOARD OF REVIEW”

I hereby appoint:

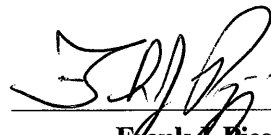
ANTHONY DIBELLA
3956 Post Road
Warwick, Rhode Island 02886

Ward 9

Term to expire April 1, 2024

VICE: Jonathan Pratt

To this appointment, I respectfully request your advice and consent.



Frank J. Picozzi
Mayor

12-7-21

Date

Anthony J. DiBella

Address

3956 Post Road
Warwick, RI 02886

e-mail: ajd@orgtransitions.com

EDUCATION

- Ph.D. **Sloan School of Management**, Organization Studies
Massachusetts Institute of Technology, Cambridge, MA
- M.B.A. **University of Rhode Island**, Providence, RI
Concentration in Management and Marketing
- M.A. **American University**, Washington, DC
Applied Anthropology
- B.A. **Trinity College**, Hartford, CT
Sociology

EMPLOYMENT - EDUCATION

Professor, Associate Professor, Assistant Professor, Adjunct Professor (1992 – 2017)

Eisenhower School of National Security & Resource Strategy, National Defense University,
Washington, DC.

Mason School of Business, College of William & Mary, Williamsburg, VA.

Thunderbird School of Global Management, Glendale, AZ.

Naval War College, Newport, RI.

Boston College, Carroll School of Management, Chestnut Hill, MA.

Designed and taught variety of management courses to military and civilian students (graduate and undergraduate), both on-line and in traditional classroom settings. Focus was organizational behavior - how people behave in organizations and how organizations as systems function, how to get the right people in an organization and how to get them to work together effectively. Courses/topics included business ethics, change management, diversity management, group dynamics, leadership, organizational culture-learning-structure, and strategic management.

EMPLOYMENT - OTHER

President (1995-2005)

Organization Transitions, Inc., East Greenwich, RI. Applied research and consulting practice devoted to helping executives and their organizations learn how to be more effective. Clients included Amgen, East Greenwich Chamber of Commerce, the Healthcare Forum, Hope Global, IBM Global Services, Minnetonka School District (MN), and the Kent County YMCA.

Director, Evaluation and Management Research Office (1979-1987)

Plan International, Warwick, RI. Created and developed an applied research capability for an international organization with operations in 30 countries. Determined research priorities, designed evaluation systems, and conducted field research to assess organizational performance.

Senior Analyst (1976-1979)

Evaluation Technologies, Inc., Arlington, VA. Provided research and consulting services to the Office of Food for Peace (U.S. Agency for International Development), the National Endowment for the Humanities, and the U.S. Dept. of Transportation.

WRITING & PUBLIC SPEAKING

Authored a variety of essays for professional journals, book chapters, local news publications (sample attached), and three books including *How Organizations Learn: An Integrated Strategy for Building Learning Capability*. Jossey-Bass: San Francisco.

Featured speaker, panel member, and workshop leader at over 50 conferences, e.g.: “Perceptions of organizational change”, *Academy of Management*, Atlanta, GA, and “Managing learning for value creation”, *American Society for Training and Development*. New Orleans, LA.

COMMUNITY SERVICE

East Greenwich Planning Board, Vice-Chairman
East Greenwich Cove Commission
East Greenwich Little League, Team Manager
East Greenwich Soccer Association, Team Coach
Gateway Players, President
Washington, DC – Southwest Waterfront Task Force

PERSONAL

- Extensive travel to 45 countries in Central/South America, Europe, Africa, and Asia.
- Language fluency in French, Italian, and Spanish, some Arabic and Farsi.
- Political Affiliation: Independent

November, 2021