

Edward A. Gibbons, III
287 Charles E. Coates Hall | Baton Rouge, LA 70803
1.504.312.1029 | egibbo3@lsu.edu

EDUCATION

Doctor of Philosophy, Leadership & Human Resource Development Louisiana State University, Baton Rouge LA	2016
Master of Science, Leadership & Human Resource Development Louisiana State University, Baton Rouge LA	2016
Master of Business Administration Tulane University, A.B. Freeman School of Business, New Orleans LA	2011
Bachelor of Arts, The Ohio State University, Columbus OH	2005

APPOINTMENTS

Assistant Professor of Professional Practice Louisiana State University, Baton Rouge, LA 70803	2019-Present
Instructor, School of Leadership and Human Resource Development Louisiana State University, Baton Rouge, LA 70803	2018-2019
Adjunct Professor, Flores MBA Program Louisiana State University, Baton Rouge, LA 70803	2018-Present
Adjunct Professor, Master of Science - Human Resource Program Western Carolina University, Cullowhee, NC 28723	2019-2020
Graduate Assistant, School of Leadership and Human Resource Development Louisiana State University, Baton Rouge, LA 70803	2013-2016

SERVICE

LHRD Undergraduate Program Coordinator, School of Leadership and Human Resource Development, Louisiana State University, Baton Rouge, LA 70803	2018-Present
Leadership Minor Program Coordinator, School of Leadership and Human Resource Development, Louisiana State University, Baton Rouge, LA 70803	2018-Present
Faculty Senator, College of Human Sciences and Education Louisiana State University, Baton Rouge, LA 70803	2019-Present
LSU Roadmap to Diversity Subcommittee Louisiana State University, Baton Rouge, LA 70803	2020

TEACHING EXPERIENCE

Louisiana State University	
HRE 4808 – Leadership Development Internship	Fall 2016
HRE 3071 – Principles of Human Resource Development	Spring 2017
HRE 4808 – Leadership Development Internship	Spring 2017
HRE 4808 – Leadership Development Internship	Summer 2017

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HRE 2723 – Introduction to Leadership Development	Spring 2018
HRE 2724 – Introduction to Leadership Development (Honors)	Spring 2018
HRE 3071 – Principles of Human Resource Development	Spring 2018
HRE 3723 – Principles and Concepts of Leadership	Spring 2018
HRE 3724 – Principles and Concepts of Leadership (Honors)	Spring 2018
HRE 4723 – Advanced Leadership Development	Spring 2018
HRE 4724 – Advanced Leadership Development (Honors)	Spring 2018
BADM 7070 – Understanding Behavior in Organizations (Graduate)	Spring 2018
HRE 4804 – Professional Development Internship	Spring 2018
HRE 4805 – Making the Transition From College to Work	Spring 2018
HRE 4808 – Leadership Development Internship	Spring 2018
HRE 3723 – Principles and Concepts of Leadership	Summer 2018
HRE 4723 – Advanced Leadership Development	Summer 2018
HRE 4804 – Professional Development Internship	Summer 2018
HRE 4805 – Making the Transition From College to Work	Summer 2018
HRE 4808 – Leadership Development Internship	Summer 2018
BADM 7070 – Understanding Behavior in Organizations (Graduate)	Fall 2018
LHRD 2723 – Introduction to Leadership Development	Fall 2018
LHRD 2724 – Introduction to Leadership Development (Honors)	Fall 2018
LHRD 3723 – Principles and Concepts of Leadership	Fall 2018
LHRD 3724 – Principles and Concepts of Leadership (Honors)	Fall 2018
LHRD 4723 – Advanced Leadership Development	Fall 2018
LHRD 4724 – Advanced Leadership Development (Honors)	Fall 2018
LHRD 4804 – Professional Development Internship	Fall 2018
LHRD 4805 – Making the Transition From College to Work	Fall 2018
BADM 7270 – Leadership Essentials (Graduate)	Spring 2019
LHRD 2723 – Introduction to Leadership Development	Spring 2019
LHRD 2724 – Introduction to Leadership Development (Honors)	Spring 2019
LHRD 3071 – Principles of Human Resource Development	Spring 2019
LHRD 3723 – Principles and Concepts of Leadership	Spring 2019
LHRD 3724 – Principles and Concepts of Leadership (Honors)	Spring 2019
LHRD 4723 – Advanced Leadership Development	Spring 2019
LHRD 4724 – Advanced Leadership Development (Honors)	Spring 2019
LHRD 4804 – Professional Development Internship	Spring 2019
LHRD 4805 – Making the Transition From College to Work	Spring 2019
LHRD 4808 – Leadership Development Internship	Spring 2019
BADM 7070 – Understanding Behavior in Organizations (Graduate)	Summer 2019
LHRD 3723 – Principles and Concepts of Leadership	Summer 2019
LHRD 4723 – Advanced Leadership Development	Summer 2019
LHRD 4724 – Advanced Leadership Development (Honors)	Summer 2019
LHRD 4804 – Professional Development Internship	Summer 2019
LHRD 4808 – Leadership Development Internship	Summer 2019
LHRD 2723 s/2 – Introduction to Leadership Development	Fall 2019
LHRD 2723 s/3 – Introduction to Leadership Development	Fall 2019
LHRD 2724 – Introduction to Leadership Development (Honors)	Fall 2019
LHRD 3071 – Principles of Human Resource Development	Fall 2019
LHRD 3723 – Principles and Concepts of Leadership	Fall 2019
LHRD 3724 – Principles and Concepts of Leadership (Honors)	Fall 2019

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LHRD 4723 – Advanced Leadership Development	Fall 2019
LHRD 4804 – Professional Development Internship	Fall 2019
LHRD 4805 – Making the Transition From College to Work	Fall 2019
LHRD 4808 – Leadership Development Internship	Fall 2019
LHRD 4901 – Global Leadership (Study Abroad Course in Thailand)	Winter 2019
BADM 7270 – Leadership Essentials (Graduate)	Spring 2020
LHRD 2723 – Introduction to Leadership Development	Spring 2020
LHRD 2724 – Introduction to Leadership Development (Honors)	Spring 2020
LHRD 3071 – Principles of Human Resource Development	Spring 2020
LHRD 3723 – Principles and Concepts of Leadership	Spring 2020
LHRD 3724 – Principles and Concepts of Leadership (Honors)	Spring 2020
LHRD 4723 – Advanced Leadership Development	Spring 2020
LHRD 4724 – Advanced Leadership Development (Honors)	Spring 2020
LHRD 4804 – Professional Development Internship	Spring 2020
LHRD 4808 – Leadership Development Internship	Spring 2020
LHRD 4723 – Advanced Leadership Development	Summer 2020
LHRD 4724 – Advanced Leadership Development (Honors)	Summer 2020
LHRD 4804 – Professional Development Internship	Summer 2020
LHRD 4808 – Leadership Development Internship	Summer 2020

Louisiana State University Average Individual Instructor Ratings

Summer 2018	4.1 / 5.0
Fall 2018	4.2 / 5.0
Spring 2019	4.5 / 5.0
Summer 2019	4.4 / 5.0
Fall 2019	4.5 / 5.0
Spring 2020	4.6 / 5.0

Western Carolina University

HR 610 – Principles of Human Resource Development (Graduate)	Spring 2020
HR 605 – Principles and Practices in Human Resource Management (Graduate)	Fall 2020

TEACHING AWARDS

LSU Baseball, Cox Communications Academic Center for Student-Athletes Guest Coach Award	2020
Office of Academic Affairs, Distinguished Faculty Undergraduate Teaching Award	2019
LSU Softball, Cox Communications Academic Center for Student-Athletes Guest Coach Award	2019
LSU Football, Cox Communications Academic Center for Student-Athletes Guest Coach Award	2019
LSU Men's Basketball, Cox Communications Academic Center for Student-Athletes Guest Coach Award	2018
LSU Baseball, Cox Communications Academic Center for Student-Athletes Guest Coach Award	2018

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CONFERENCE PRESENTATIONS

Woosley, J. M., Thomas, C. A., Perret, S. T., Gibbons, E. A. (2015). *Improving Service Delivery and Competitive Advantage in the Reprographics Industry*. Academy of Business Research Spring International Conference, March 25-27, 2015, New Orleans, LA.

Crocco, O. S., & Gibbons, E.A. (2019). *U.S. Military Veteran Transition to the Thai Workforce: The role of Human Resource Development*. [Refereed Working Paper] The 18th International Asian Conference of the Academy of Human Resource Development. November 5-8, 2019, Hanoi, Vietnam.

SELECT PRESENTATIONS

Gibbons, E.A. (2015). *Organizational Behavior and Executing your Strategic Plan*. Presented to Honiron Manufacturing, February 6, 2015, Jeanerette, LA

Gibbons, E.A. (2015). *Elements of Effective Delegation*. Presented to Axiall Corporation, September 15, 2015, Plaquemine, LA

Gibbons, E.A. (2015). *Collaboration & Managing Conflict*. Presented to the Louisiana Workers Compensation Corporation, November 18, 2015, Baton Rouge, LA

West, G. Gibbons E.A. (2016). *Confronting Direct Reports*. Presented to CF Industries, February 22, 2016, Donaldsonville, LA

Gibbons, E.A. (2016). *Leadership & Self-Awareness, Possessing an Ownership Mentality*. Presented to the Dixie Electric Membership Corporation, April 21, 2016, Baton Rouge, LA

Gibbons, E.A. (2016). *Critical Coaching Skills, Professionalism and Managing Conflict*. Presented to the Dixie Electric Membership Corporation, April 28, 2016, Baton Rouge, LA

Gibbons, E.A. (2016). *Strategic Planning, Vision, Mission & Purpose*. Presented to the Pine Belt Entrepreneurs Association at William Carey University, July 21, 2016, Hattiesburg, MS

Lemoine, D. Gibbons, E.A. (2016). *Mission, Strategy & People – The Business Trifecta*. Presented at the Louisiana Technology Park - Guest Lecture Series, July 23, 2016, Baton Rouge, LA

Gibbons, E.A. (2017). *Motivating Others*. Presented to the Volunteers of America at the University of New Orleans, August 24, 2017, New Orleans, LA

Gibbons, E.A. (2017). *Innovation and Continuous Improvement*. Presented to the Volunteers of America at the University of New Orleans, October 3, 2017, New Orleans, LA

Gibbons, E.A. (2018). *Identifying and Developing Leaders Within Your Organization*. Presented to the

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Association of Talent Development, January 25, 2018, Baton Rouge, LA.

Gibbons, E.A. (2019). *The Importance of Emotional Intelligence in the Workplace*. Presented to the Society of Human Resource Management, October 17, 2019, Baton Rouge, LA.

Gibbons, E.A. (2019). *Emotional Intelligence and Overcoming the Five Dysfunctions of a Team*. Presented to Women's Hospital, November 20, 2019, Baton Rouge, LA.

Lemoine, D. Gibbons, E.A. (2020). *Managing Your Career & Critical Competencies for Leadership*. Presented to Barriere Construction, February 28, 2020, Baton Rouge, LA.

RECENT INDUSTRY EXPERIENCE

Success Labs

2014 - Present

Organizational & Leadership Development Consultants and management-consulting firm offering companies positioned in the industrial sector, guidance & training on leadership development, executive coaching, organizational development, workforce development & planning, succession & strategic planning.

Interim client COO

2016-2017

Success Lab's client, Reulet Electric, is a Baton Rouge-based firm specializing in electrical apparatus and equipment distribution to the industrial, utility, and commercial sectors. Led turnaround & restructuring of \$15MM distribution business, 35 staff members.

- Hired as turn-around executive on a one-year consulting contract serving as Reulet's President & Chief Operations Officer
- Designed & led a turn-around effort reversing 4-year trend as a distressed company
- Increased gross margin from 19% to 21% over 4 months, reassigned client accounts matching capabilities of sales personnel.
- Returned organization to profitability within 2 months.
- Improved bid-to-sale conversion rate from 5% to 33% over 3 months, negotiated more favorable terms with primary vendors.
- Reorganized C-level executive roles based on individual strengths & company needs.
- Provided executive coaching to key stakeholders and first line supervisors.
- Provided leadership, and workforce developing training to first-line supervisors.
- Developed & executed company-wide personnel evaluations maximizing organizational efficiency & optimizing labor costs.
- Drove significant cost savings, aligned employee benefit packages and compensation with industry norms.
- Positioned organization to be an attractive target for acquisition or merger.
- Negotiated success merger with Chancellor Inc.

Human Resource Development Consultant

2014-Present

- Designed, managed and facilitated experiential competency-based leadership workshops for high performing and emerging executive managers in the industrial sector
- Drove new business and increased scope of services with current clients through consultations, and customized executive coaching and leadership development services
- Directed the execution of multiple community-impact projects that helped business clients

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improve their leadership skills while advancing the goals of local nonprofits.

- Co-led multiple development workshops for executive, mid-level and emerging leaders; and created more than 65 customized leadership development plans for executive and management level clients

Human Resource Development Collaborating Consultant

2013-2014

- Trained industrial firm personnel in Louisiana & the U.S. to improve human capital performance.
- Evaluated organizational & individual needs using the Lominger Korn Ferry 360 process.
- Co-led mid management & senior executive coaching services to a broad spectrum of organizations
- Aided in the development & facilitation of leadership & workforce development workshops & seminars
- Worked with clients to develop & clarify professional goals that support organizational initiatives