

KENNETH R. VAN VOORHIS, D.B.A.

Biographical Sketch

Dr. Van Voorhis is Professor Emeritus of Management, founder and former Director of both the Small Business Institute and the Small Business Development Center at the **University of South Florida**, where he has also served as Chair of the Management Department in the College of Business Administration. For more than 35 years, Ken has taught, conducted research, and provided extensive community service in the fields of entrepreneurship/small business, strategic management, OD and change, leadership, HR management, and marketing. He also founded and is President of **Effective Performance, Inc.**, a business consulting firm specializing in areas similar to the above—so his professional pursuits in the academic arena and outside business world environments reinforce each other. Ken's own successes and challenges in a variety of other entrepreneurial endeavors over the years have provided valuable insights for both classroom projects and consulting activities, as well as a being a vehicle for continuous life-long learning.

In his career as a **University Professor**, Dr. Van Voorhis has created and taught leading-edge courses at graduate and undergraduate levels that reflect a number of the above-noted subject areas. At USF, he has chaired several MBA and undergraduate curriculum teams that designed capstone practicum courses to include real world business consulting projects--so both graduate and undergraduate students have hands-on experience analyzing real business situations and developing plans to achieve success. He created the original Entrepreneurship/Small Business program in the USF College of Business in the 1970's, collaborated with College of Engineering colleagues in the 1980's and 1990's, and earned many years of on-going SBI and SBDC grants from the US Small Business Administration. In conjunction with these efforts, Ken and a couple of his fellow teachers supervised several thousand student consulting teams to create business plans for area entrepreneurial start-ups and to provide business/technical assistance to existing small business owners from the 1970's, through the 2000's, to the present time.

As president of **Effective Performance, Inc.**, Ken has personally been engaged as a consultant to many organizations, addressing such areas as new venture formation (both stand-alone and new divisions of large corporations), business plan writing/monitoring/updating, growth management, leadership and teams, total quality, strategic planning, organization/interpersonal communication, motivation and productivity, change and organizational development. He has coordinated and taught numerous executive, middle management and supervisory training programs, as well as facilitating planning, team building, TQM, and related management and associate team meetings—often using electronic keypads for iterative group inputs and feedback. He enjoys executive coaching, has owned several entrepreneurial businesses, serves on various boards of directors, and has been employed as a business analyst for **Exxon**.

Dr. Van Voorhis began his formal education as a Chemical Engineering major at Georgia Institute of Technology, shifted to studies in Industrial Management at Georgia Tech and Louisiana State University in order to combine technical and business disciplines, and ultimately earned his MBA and DBA at LSU. Ken's real education naturally started many years earlier, when he launched and grew a number of his own business enterprises, continuing these activities both throughout his period of formal education and during his professional career thereafter. He wrote a nationally acclaimed textbook, **Entrepreneurship and Small Business Management**, is currently working and writing in the areas of Strategic Change Management, High Performance Teams, Leadership, and has published a number of papers and articles. He has served as the National Chair of the *Organizational Communication Division of the Academy of Management* and Regional President of the **Small Business Institute Directors Association**.

Ken has always enjoyed nature, camping, water sports, and traveling—was an Eagle Scout, AAU/high school/collegiate competitive swimmer and team coach, avid boater and beach bum, and RV'er. Ken and his wife, Barbara, live in Belleair Beach, FL, enjoying the waterfront environment. They visit as often as possible with five married children and ten grandchildren, travel around the US to national parks in their motor home, have cruised their boat to islands in the Bahamas, and continue to fly to distant corners of the globe to experience magnificent landscapes and wonderful people. Oh yes, Ken is still constantly learning and growing as a person to reach twin goals, as he describes them, "to have fun and be all I can be."