

About William Ronco, Ph.D.

President of Gathering Pace, Inc., Dr. William Ronco brings a unique mix of more than 30 years of experience and expertise to consulting and training projects:

Strategic Planning. Dr. Ronco has led numerous successful strategic planning projects for technology, architecture and engineering, science and construction companies. He has taught Strategic Planning seminars for the Harvard Graduate School of Design and written on strategic planning for the *AIA Practice Manual Update* and *Genetics Engineering News*. Unlike most strategic planning consultants, Dr. Ronco focuses beyond writing plans to achieving meaningful employee buy-in and plan implementation.

Teambuilding and Partnering. Dr. Ronco has led many successful teambuilding programs in organizations including software, manufacturing, pharmaceuticals, research and development, design, construction, engineering, retail and biotech. He is a global expert in construction partnering, a form of teambuilding initiated by the Army Corps of Engineers for large, complex construction projects. Partnering programs bring together the entire project team – architects, engineers, contractors, subcontractors, owner/clients, users, public officials, etc. – to coordinate project performance and communications. Dr. Ronco has also applied partnering methods for inter-company and inter-departmental teambuilding in cases including outsourcing, strategic alliances, mergers and acquisitions.

Leadership Training and Development. Dr. Ronco has worked effectively assisting thousands of leaders in a wide variety of roles to significantly improve their bottom-line job performance, communications and working relationships. Departing from the typical “boot camp,” one-time training format, Dr. Ronco’s programs spread training in half-day workshops over a year. This approach enables participants to fully understand and integrate new insights into their everyday work and ongoing development.

Teaching. Dr. Ronco was a professor in the College of Business at Northeastern University, teaching undergraduate and MBA classes in Organizational Behavior, Business and Society, Business Ethics and Organization structure. He has also taught seminars on Management, Supervisory Skills, Leadership and Presentation Skills for the Massachusetts Biotech Council, Inc. Magazine, Boston University, Worcester Polytechnic and the Boston Consortium for Higher Education.

Training Grants. Dr. Ronco has written, won and delivered the training for Massachusetts Workforce grants in 10 companies, a mix of design, engineering, construction and science companies. The grants funded leadership and communications training Dr. Ronco provided for all levels of employees in the organizations over 2-year time periods.

Publications. Dr. Ronco has authored *The Partnering Solution* (Career Press, 2005); *Partnering Manual For Design and Construction* (McGraw-Hill, 1996); *Making Work* (NY: Plenum Press, 1981), his National Institute of Mental Health-funded study of highly satisfying work; *Jobs* (Beacon Press, 1977) and *Food Co-ops* (Beacon Press, 1974). He has also published numerous articles on leadership, partnering and strategy and a leadership blog in *Genetics Engineering and Biotechnology News*.

Education. Dr. Ronco earned his Ph.D. at the Massachusetts Institute of Technology, his Ed.M. at the Harvard Graduate School of Education and his B.A. at Rutgers University.

Hobbies / Activities. Dr. Ronco is a recreational runner, sailor and hiker; a reader of diverse fiction and non-fiction; and a dedicated husband, parent of four, and grandparent of one.