

PAUL FEILER, Ph.D.

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SUMMARY

- Possess an outstanding track record of developing leaders who, individually and with their teams, solve complex problems, lead transformational change, create value, and inspire and motivate followers. Provided advisory services to corporate boards and executive coaching to C-Suite executives and their teams.
- Expert in the design and execution of strategy with large organizations, nonprofits, and closely-held businesses. Competencies include: organic, M&A, and business ecosystem strategies; strategy execution, M&A integration, organizational development, and change management; managing the annual strategic cycle, strategy mapping, business/action planning, capability development, orchestrating, developing and managing dynamic capabilities, benchmarking. Balanced Scorecard, and metrics.
- Successfully led large, global, strategy and organizational change projects for multinational corporations.
- Developed a facility to test, evaluate and accelerate the technology transfer and commercialization process for new innovations, helping innovators in academia, government agencies and industry bridge “the Valley of Death.”
- Provided executive leadership for large advisory firms, producing significant growth in revenue and profitability.
- Created and sustained outstanding business culture, achieving “Best Place to Work” award four consecutive years.
- Tactically achievement-oriented; goals realized through a practical, systematic and organized approach.
- Skilled negotiator and mediator in business ecosystem, M&A integration and dispute resolution contexts.
- Lead in a positive, collaborative and informal manner.

CONSULTING AND PROFESSIONAL EXPERIENCE

ONE ON ONE WITH PAUL FEILER, Ph.D., Fredericksburg, TX

2021-Present

Managing Partner. Provides counseling, coaching and consulting for individuals, couples and business leaders, focusing primarily in The Texas Hill Country, Fredericksburg, Houston, TX and Spirit Lake, IA. Works in-person or on Zoom.

BERKELEY RESEARCH GROUP, Berkeley, CA, Houston TX

2013-2021

Managing Director. Provided executive and practice development oversight for BRG offices in the central U.S., Phoenix, San Diego and Los Angeles. Lead the BRG Global Strategy Practice, providing strategy, capability & organizational development, technology transfer and change management consulting to large corporate clients, closely-held businesses, private equity firms, medical centers, academic institutions and government entities. Representative client engagements include:

- Served as Principal Executive for the Center of Innovation Testing and Evaluation. CITE is a project arising from a recommendation of the President’s Council of Advisors on Science and Technology (PCAST) that a model city be created for the testing and evaluation of large-scale innovations for urban areas. Led the development of the business plan and project execution from concept to financing.
- Developed and co-coordinated a leadership development program for the Nissan-Renault Alliance, the second largest global auto manufacturer. Project involved 700+ executives and senior managers. Coached C-Suite executives within three global brands.
- Developed a pilot program for Vanderbilt University Medical Center to launch their executive health program into Paris and Yokohama.
- Led the development and implementation of the global strategy for Frank’s International; served as the Interim President of the Drilling Tools and Tubular Division.
- Optimized and commercialized 50 cancer treatment pathways for Moffitt Cancer Center (Tampa).
- Developed and led the implementation of the national strategy for the third largest US food distribution alliance. Coached C-Suite and Executive Team.
- Led integration and executive development projects for private equity acquisitions and mergers.
- Developed and executed commercialization strategy for the first Mobile Stroke Unit.

- Developed strategy, turnaround solutions and provided leadership coaching for several closely-held oilfield product and services companies.
- Managed technology transfer projects, working with engineers, scientists and researchers in academia, government and industry to accelerate the commercialization of their innovations.

BREAKTHROUGH LEADERSHIP STRATEGIES, LLP, Houston, TX

2010-2013

Managing Partner. Led consulting firm focused on helping leaders reset and execute strategy, manage change, manage strategic risks and build more capable organizations. With permission of the clients, two engagements, in which I served as the lead consultant, are described below:

ROYAL DUTCH SHELL, The Hague, Netherlands; Houston, TX

2011-2013

Executive Consultant. Developed, implemented, and transitioned to management the Global Capability Strategy for Shell Global Exploration and Production. Worked with the Chief Global Geoscientist and EVP Exploration Excellence to manage the change process for the provision and improvement of Capability (i.e., capacity, technical competence, deployment, HSSE, and ways of working) in support of a growing portfolio of 70 Ventures in 9 regions. Structured, managed the implementation of short-term improvement initiatives.

HESS CORPORATION, Houston, TX

2010-2011

Executive Consultant. Led a major transformation of the Global Drilling and Completions Division of Hess Corporation, which addressed post-Macondo (Deepwater Horizon) risk implications. Successfully resolved centralized/decentralized issues.

UHY ADVISORS/LLP (now BDO), Houston, TX

2003-2010

Held executive positions of increasing responsibility for the 12th largest U.S. accounting and business advisory firm (now BDO). Provided strategic and operational oversight for the 5th largest TX firm (600+ professionals).

Chief Operating Officer, UHY-TX Advisors/LLP; **President,** UHY FLVS (2006-2010)

Responsible for the development and execution of strategy, organizational development and change management, core operational processes and expansion efforts. Directed and coached Managing Directors, Service Line, and Functional Leaders. Provided executive oversight of offices in Houston, Dallas and The Woodlands, and the Forensic, Legal and Valuation Services (FLVS) practices in Houston, Dallas, Boston, New York, Washington DC, Atlanta, Detroit, and Chicago. Served on UHY National Management Team.

Corporate Strategy, Advisor to the CEO, UHY-US Advisors/LLP (2005-2006)

Advised new UHY Corporate CEO in development and implementation of national firm strategy and resolved key operational issues. Worked with stakeholders in all UHY-US offices and UHY International affiliates to manage change. Served on CEO's Leadership Team and the National Management Committee.

National Director, Strategy Practice, UHY-US Advisors (2003-2005)

Led the UHY National Strategy Practice. Sold business and ensured quality service delivery within three service lines (Growth Advisory; People Strategy; and Technology Enablement), which combined over 50 capabilities. Advised on UHY strategy and served on the National Management Team.

BREAKTHROUGH LEADERSHIP STRATEGIES, Houston, TX

1995-2002

Consultant

Provided strategy, organizational development and change management consulting for corporate, educational, and governmental institutions. Negotiate contracts and settlements in diverse environments and mediated complex disputes in pre-litigation and court-ordered settings. Served as VP of Texas Association of Mediators. Taught strategy in EMBA and PMBA Program, Bauer College of Business, University of Houston and taught dispute resolution classes at Bauer and the University of Houston Law School. Clients included Shell, Exxon, Conoco, Oceanering, Texaco, Lyondell, The Methodist Hospital System (Houston and New Orleans), HP/Compaq, Toyota, Tyson, Chase Bank, ITC, U.S. Air Force, Rice University, and the Houston Police Department.

EDUCATION

Ph.D., Princeton Theological Seminary, Princeton, NJ
Harvard Graduate Leadership Program, Harvard Business School, Cambridge, MA
M.Div., Bethel University, St. Paul, MN
B.A., Social Sciences, Religion, Wheaton College, Wheaton, IL

OTHER CREDENTIALS

Currently enrolled in the MS. Psychology Program at the University of Houston Clear Lake. Completed 19 Masters level courses in Psychology, Counseling, Neuroscience and Organizational Development at the University of Houston, Clear Lake, TX and the CT Bauer School of Business, University of Houston
Certified Executive Coach, Management Research Group
Graduate Certificate, Finance and Accounting, Valuations, Mergers and Acquisitions, Rice University
Graduate Certificate, Dispute Resolution, Bauer College of Business, University of Houston
Adjunct Professor, Executive MBA Program, Bauer College of Business, University of Houston
Adjunct Professor, Rice University
Certified in a number of top-rated leadership assessment instruments
Texas Real Estate License #600704

COMMUNITY SERVICE (Current and Former)

Board of Directors, Cops and Community
Board of Directors, Uptown Houston Association
Vice President, Board of Directors, Texas Association of Mediators
Board of Directors, American Diabetes Association
Board of Directors, HDI
Board of Directors, Interfaith Ministries of Houston
Board of Advisors, Memorial Herman Hospital, Houston
Boot Ranch House Church, Teacher
Served as Pastor of churches in Cambridge MA, St. Paul, MN, and Houston, TX (1985-1996)
Coach, Little League Baseball, Bellaire, TX

PUBLICATIONS

Amy Shuen, Paul Feiler, and David J. Teece, *Dynamic Capabilities in the Upstream Oil and Gas Sector: Managing Next Generation Competition*, Energy Strategy Reviews, April/May, 2014.
Paul Feiler and David Teece, *Case Study, Dynamic Capabilities and Upstream Strategy: Supermajor EXP*, Energy Strategy Reviews, April/May, 2014.