



## “Promoting Living Organizations”

### Michael Dishon, Ph.D.: Business Psychologist

Dr. Dishon has consulted in companies in business processes, technology and personnel issues for over 25 years. He brings particular skills in organizational dynamics and the application of psychological and business principles to organizational and individual performance. He has been involved in the assessment of individuals for selection, promotion and development, using a variety of psychological assessment methods and instruments. Assessments are typically for mid- and top-level staff.

In 1984, Dr. Dishon founded the Family Business Center, a consulting firm specializing in family-owned and -operated firms. The Center helped family firms handle conflicts that interfere with business success. Combining business principles and family psychology, the Center included succession planning, aligning family dreams, beliefs and values with those of the business. Dr. Dishon has also worked with publicly traded firms from a variety of industries, dealing with the functioning of top management teams, organizational performance, and consulting to Human Resources.

His clients have included businesses in a variety of industries and sizes, including law firms. He has experience with the management of change, corporate cultural issues, and the implementation of organization-wide conflict management systems.

Dr. Dishon is a Fellow of the American College of Forensic Examiners and has testified in a variety of civil litigation matters, including labor-related disability and injury matters. He is an assistant clinical professor, teaching at the Medical School of the University of California at Los Angeles. He also taught at the California State University at Fullerton, Pepperdine University and the California Graduate Institute.

Dr. Dishon received Bachelor's and Master's Degrees in Industrial Engineering and Operations Research from the University of California at Berkeley and a Ph.D. in Psychology from the California School of Professional Psychology at Los Angeles. He is licensed by the state of California to practice psychology.

#### Areas of Expertise

- Selection and Promotion
- Corporate Culture
- Leadership Issues
- Management of Change
- Top Team Performance
- Mergers and Acquisitions
- Organizational Transformation
- Succession Planning
- Startups and Turnaround
- Team Building
- Conflict Management
- Litigation Support

#### Industry Experience

- Hi-tech
- Health
- Aerospace
- Federal Government
- Construction
- Entertainment

#### Assessment

Test chosen by best fit for the purpose at hand. Among those used are: SHL's OPQ, Bibby-Havis' Assess, PF16, MMPI-2, NEO-PI, CPI

#### Education

Ph.D. in Psychology – California School of Psychology (now Alliant) BS and MS - Industrial Engineering – UC Berkeley

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