

***EXPERIENCE/BACKGROUND***



Dr. Rahaman has over 25 years working nationally and internationally in diverse leadership positions building teams to design and implement both technical projects and overseeing geographically dispersed programs in a variety of private and government positions. His Federal career includes the Dept. of Defense, Dept. of State, Federal Reserve Board and the Federal Deposit Insurance Corporation.

Dr. Rahaman is a faculty member at American University (AU) in the School of Public Affairs and in their Key Executive Leadership Development Program where he facilitates leadership development for senior leader and is an executive coach. He also teaches graduate level courses such as “Leadership for a Changing World,” “Team Facilitation for Organizational Performance,” and “Organizational Change and Diagnosis.” Andrew is an adjunct senior faculty member and coach with the Center for Creative Leadership (CCL) facilitating leadership development, change management strategy, and team development in the US and abroad. He has a broad array of clients to include: PVH, Social Impact, DOD, US Secret Service, Health and Human Services, Dept. of Homeland Security, Royal Bank of Canada, US Department of Agriculture, SIMA and others.

Andrew is an ICF certified executive leadership coach with American University and the Center for Creative Leadership. In 2015 he partnered with individual executives for over 400 hours of 1 to one coaching. As a facilitator and coach, he believes best-in-class organizations require leadership capabilities that support their strategic plan. His proactive, goal oriented approach focuses on high performance leaders who want to develop a strategic leadership point of view that aligns with the organizations business imperatives, culture, organizational design and talent needs to foster direction, alignment and commitment across the organization. Andrew partners with clients to transform awareness and perspectives in the areas of leading and developing themselves to build and lead global teams toward organizational performance across boundaries that shape the organization’s future.

***EDUCATION***

Dr. Rahman’s education includes; a doctorate (Ed.D) from The George Washington University where he focused on organizational and culture change, leadership development and increasing the leader’s capability to operate in complex, changing work environments through action learning. He has a M.S. in Environmental Science and Engineering from the University of Texas in Dallas. Andrew attended the Georgetown Coaching Program in 2010 and has been actively coaching since then

***COMMUNITY***

Dr. Rahaman is the Chairman, Board Directors of the World Institute of Action Learning in the US ([WIAL-USA.ORG](http://WIAL-USA.ORG)), a nonprofit whose mission is to work with organizations to solve their most pressing challenges while developing individual and team leaders. He developed the international conference bringing together over 85 public and private professionals for 3 days of presentations and facilitated discussion on how action learning develops leaders, creates teams and improves organizational performance.

***PUBLICATIONS AND PRESENTATIONS***

- Andrew presented at the Office of Personnel Management (OPM) Research Summit, March 8, 2016) on the changing view of leadership and its impact on the government reflected in the New Public Management as an organizational outcome in contrast to organizational governance.
- Andrew’s latest article [“Questions, Answers and Problem Solving in the Federal Sector” Action Learning and the Federal Community](#)” published in American Training Development, March 2016, Vol 70, No. 3, pp 48-53)

- He also wrote “*Action Learning: Leveraging Perspectives Leads to Creative Solutions*” appeared in a trade journal on an action learning project he conducted with the Snow and Ice Association in September of 2015. Snow Business Vol. 16, Issue 5, pp 50
- Prior to this, he wrote “*Organizational Culture and Performance*, and identified identifies the key role of employee engagement in creating organizational culture, published in American Training Development, August 2015, Vol. 69, No. 8, pp 52-56. .
- He is a leadership and organizational speaker having presented to the Housing and Urban Development, Leadership Development Series on “*Culture, Employee Engagement and Values: Precursors to Organizational Performance*” (March 19, 2015);
- He presented to the National Association of Corporate Directors (NACD, DC, March 2014) on the role of “*Culture and Organizational Performance*”;
- In Feb 2013, Andrew presented a paper at the American Human Resources Development Conference (AHRD, Feb 2013) “*Improving the Success of Mergers & Acquisitions: The Role of Learning in an Environment of Planned and Emergent Change*”, and
- In November 2013 he presented at the American Association of Adult and Community Education (AAACE, Nov 2013) “*Emancipatory Learning as an Alternative to Talent Management*”.

## **PROFESSIONAL EXPERIENCE**

### **American University**

#### **Faculty: Graduate Programs and Leadership Development**

**April 2013-Present**

Andrew is a faculty member in the School of Public Administration and teaches graduate courses that turn theory into practice for students who also have full time positions in public and private industry. His concentration is on leadership and organizational development and he teaches “Leadership for a changing workplace”, “Team Facilitation for Organizational Performance” and “Organizational Diagnosis and Change”. Andrew is also a faculty member in the Key Executive Leadership Program, a 6 month program designed for rising high potentials in public and private industry where he is an executive coach and facilitator.

### **Center for Creative Leadership**

#### **Adjunct Faculty and Coach**

**Nov 2013 – Present**

Andrew facilitates 1-5 day leadership development programs to achieve organizational performance at all levels in the organization from mid-level to senior level staff. Topics include: working across boundaries, resiliency, interpersonal skills, team development, conflict resolution, adaptive leadership and coaching to name a few.

### **US Government (1988-2014)**

#### **Federal Reserve Board**

##### **Program Manager, Washington DC**

**2005-2014**

#### **State Department**

##### **Diplomatic Corps, Washington DC, Ottawa Canada, Beijing, China**

**1998-2005**

#### **Department of Defense**

##### **Program Manager, Heidelberg, Germany, London, England**

**1988-1998**

## *CONTACT*

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