



DR. MARK N. TUGGLE

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Dr. Mark Tuggle is a highly relational and results-oriented executive with 20+ years of leadership experience focused on organizational and personal performance development, with special emphasis on sales, leadership, and educational success. He excels at identifying organizational, systemic challenges and collaboratively devising and implementing measurable, successful solutions. He is an expert, experienced learning facilitator possessing dynamic communication skills, with extensive leadership and presentation experience ranging from one-on-one interaction to speaking to groups of 500+. He is currently conducting doctoral-level research in self-directed learning, leadership balance, and organizational culture, health, and employee engagement.

Relationship is Priority

Mark places a premium on developing open, honest relationships with his clients and colleagues so that they can work together to overcome tough challenges. Part of helping organizations develop healthy, effective culture is modeling what that looks like, as a person and in representing Assessment Leaders. Mark has extensive experience in leading teams through difficult challenges and transitions in a way that brings them together and strengthens their unity and performance.

Ideas Into Action

Some Ph. D.-types get stuck in their ivory tower and do not know how to translate knowledge and information into actionable insight. Mark's leadership background and experience across various sectors – military, non-profit, and for-profit business – have helped him to maintain a results-oriented, actionable focus when it comes to leadership, learning, and organizational success. His approach keeps his clients' objectives in the realm of achievable outcomes, rather than lofty platitudes that never effect lasting change. Whether he works with you in areas of problem-solving, change management, leadership development, or talent management, you can be certain you will walk away with an implementation plan that is grounded with measurable, actionable, and achievable steps and goals.

Measurable Results

Everyone talks about measuring results but few people or organizations truly know what that means or how to do it. Dr. Tuggle has extensive experience in developing and analyzing surveys and assessments that provide the data clients need to truly measure change and success. Mark led a research project for onboarding sales reps at a Fortune 100 company in which he measured key metrics that correctly predicted retention and performance results for the new reps. He recently completed a social selling research project used by a top sales training organization to help develop its social selling training program. His current work on leadership balance is designed to help leaders identify their unique balance of three key areas for healthy leadership. He has developed more than a dozen surveys to measure different aspects of organizational culture, health, and employee engagement.

Academics

- PhD, Organizational Leadership, HRD Concentration, Regent University
- Certificate of Advanced Graduate Studies in Leadership, Regent University
- MDIV, Leadership Concentration, Denver Seminary
- BA, Linguistics, College of William and Mary

Publications/ Presentations (Abridged)

- Publication. (Scheduled for 2016 release). *Leadership Balance Quotient*.
- Publication. (September, 2015). *The DNA of a Successful Social Seller*. e-book/PDF published with and available at www.salesforlife.com.
- Publication. (May, 2014). *Exploring the Role of Self-Directed Learning in Sales Professionals: A Qualitative Study*. *Proquest*.

- Presenter. (October, 2013). Training in the workplace: A self-directed learning model. *International Academy of Business and Public Administration Disciplines (IABPAD) Conference*, Las Vegas, NV.
- Presenter. (March, 2013). Environmental factors for successful life-long learning. *Autonomous Learner World Caucus (ALWC)*. Oxford, England; Linton Lodge and Exeter College.

Academics

- Board Member, Colorado Springs Children's Chorale
- (2015 – Present); currently serves as President of the Board
- Parent Volunteer, Colorado Springs Children's Chorale (2008 – Present)
- Board Member, Mercy's Gate (2004 – 2006, 2011, 2013
- Present); currently serve as President of the Board
- Volunteer Youth Soccer Coach (2006 – 2012)
- Volunteer Chaplain, Colorado Springs Police Department (2005 – 2006)