



ROBERT E. KAPLAN, PH.D.
Founding Partner

KAPLAN DEVRIES INC.

bobkaplan@kaplandevries.com
www.kaplandevries.com

Robert Kaplan is founder of Kaplan DeVries Inc., a consulting firm that specializes in executive development for senior managers. Through intensive one-on-one training, Bob and his firm help senior managers to improve their leadership skills by carefully analyzing data on their strengths and weaknesses. The practice involves interviewing the client's coworkers and family members, compiling psychological test data, and preparing extensive reports for the client.

Kaplan DeVries has focused primarily on Fortune 100 companies but has also consulted to some smaller firms. The relationship between these companies and Kaplan DeVries tends to be long term. Kaplan DeVries has also consulted to CEO and COO teams and assisted with their development. The firm was founded in 1992.

Bob spent twelve years at the Center for Creative Leadership, where he remains a Senior Fellow. Prior to that, he taught organizational behavior at Case Western Reserve University for several years.

He received a Ph.D. in organizational behavior from Yale. He also received a B.A. from Yale.

Bob has done quite a bit of research and writing on the subject of executive leadership and development. He has published two books, listed first below, and several papers. For example:

The Versatile Leader: Make the Most of Your Strengths—without Overdoing It (with Rob Kaiser, Pfeiffer, 2006)

Beyond Ambition: How Driven Managers Can Lead Better and Live Better (Jossey-Bass, 1991)

The Deeper Work of Executive Development (with Rob Kaiser, in press)

Developing Versatile Leadership (with Rob Kaiser, 2003)

Rethinking a Classic Distinction in Leadership (with Rob Kaiser, 2003)

Getting at Leadership Versatility (with Rob Kaiser, 2000)

Internalizing strengths: An Overlooked way of overcoming Weaknesses in managers (1999)

Getting at Executive Character: The Simplicity on the Other Side of Complexity (1996)

Forceful Leadership and Enabling Leadership: You Can Do Both (1995)

Enhancing 360-degree Feedback for Senior Executives (1993)

High Hurdles: The Challenges of Executive Self-Development (1984)

While at the Center for Creative Leadership, Bob was the chief architect of an intensive development process for senior managers. He also has designed two 360° instruments: *SKILLScope for Managers*® and, with Rob Kaiser, the (patented) *Leadership Versatility Index*®.