

Dr. Roger R. Pearman,
President, Leadership Performance Systems, Inc.
Managing Partner, TeamTelligent, LLC;
Partner, Matrix Insights, LLC.
National Board Certified Coach
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Current Responsibilities and Credentials

Roger leads two firms: **Leadership Performance Systems, Inc.**, which provides specialized talent development services and **TeamTelligent, LLC.**, which provides enterprise talent development tools. He is also a founding partner of **Matrix Insights, LLC**, which is a comprehensive leader development platform. Because he enjoys working with individuals in multiple development contexts, Roger serves as a Senior Adjunct Associate for the Center for Creative Leadership®.

As a Senior Adjunct Staff member at the Center for Creative Leadership since 1986, Roger has worked with clients as a coach and trainer for customized programs across all economic sectors. Formerly a COO for a financial services company, Roger founded several companies that provide specialized development services for executive leadership and talent management. Roger began his professional career as the first Director of the Wake Forest University Learning Center.

A Nationally Board Certified Coach, Roger is also certified in a number of assessments and talent management systems. He is a member of the Neuroscience Institute and the American Psychological Association.

Specialized Executive Talent Development

Due to the highly confidential nature associated with assisting the talent succession and development issues with senior leaders, organizations—government and for-profit—require confidential statements that prevent acknowledgement of the work completed with those entities. Roger has assisted with leadership facilitation and training with Congressional oversight agencies, global companies senior leadership, and numerous national not-for-profit organizations. His work with talent management in Department Of Defense, Federal Food and Drug Administration, and National Transportation Board has extended over two decades.

Roger uses the assessment standards endorsed by the Society of Industrial and Organizational Psychologists (SIOP) when engaged in assessment for readiness and placement processes. Inherent in this process is the use of valid assessments, structured and systematic interviews, and multiple observations of the individuals involved.

Publications and Awards

- Author of the Pearman Personality Integrator, published by Multi-Health Systems, Inc., Toronto, Canada.
- Co-developer of three iPad applications TEAMOSITY®, RELATE!™ and CAREERFITOSITY™.

- As a published author, Roger has articles in *Inc.com*, *Wired*, *Business.com*, *Performance Management*, and *Talent Management*.

He is author or senior author of:

- *People Skills Handbook: Action Tips for Improving Your Emotional Intelligence* (2012)
- *Personality for Dummies* (2012)
- *Emotions and Leadership* (2009)
- *Emotions and Health* (2009)
- *YOU: Being More Effective in Your MBTI® Type* (2006)
- *Introduction to type and emotional intelligence* (2002)
- *Leadership Advantage* (2001)
- *Hardwired Leadership: Unleashing the Power of Personality to Become a New Millennium Leader* (1999)
- *I'm Not Crazy, I'm Just Not You* (1996, 2010)
- Past President, International Association for Psychological Type; Past President, North Carolina Personnel Association; winner of Myers Research Award, McCaulley Lifetime Achievement Award, and Distinguished Alumni Award from the Graduate School of Wake Forest University.