

Phil Nimitz

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Phil brings over 20 years of experiential training design, delivery and group facilitation to APL and his role as Training Consultant – Organization Development. Phil's consistent focus has been individual and inter-personal skills development with a specialty in team, relationship and leadership development. In addition to the above Phil has created and delivered specific programs in such areas as new team creation, feedback for performance, building partnerships, intercultural communications, Top team coaching and risk-taking and Systems approaches to human interaction.

Mr. Nimitz's background in adventure based and experiential training taught him to trust in the capacity of individuals and teams to find their own success. His philosophy centers on the idea that in addition to our conscious choices there are both unconscious and systemic forces that drive individual and group behavior. Few people wake up thinking, "Today I will focus on unproductive and negative behavior to ensure the failure of our group goals". By helping clients develop awareness of some of these unconscious forces, Phil generates the possibility of new conscious behavioral choices. Clearly stated commitment to these new choices and consistent feedback to reinforce new behaviors leads to long-term success.

Phil has worked to improve the communications and interpersonal skills of clients from such organizations as AT&T, American Express, MIT's Sloane School of Management, Sankyo Pharma, Sterling Drug, Merck, the American Automobile Association and the Massachusetts Department of Education. He has worked in Europe, Taiwan, Japan, and with Latin America managers. Phil has worked closely with local culture experts to develop and deliver intercultural communications programs focused on working with Japan, China, India, South East Asia and Germany. Phil also has a passion for helping multi-cultural teams communicate and collaborate effectively across linguistic, geographic and cultural boundaries.

Phil has a degree in Psychology from Rutgers University. He studied Human and Organization Development through the Fielding Graduate Institute; has trained in Neuro-linguistics and is a continuous learner around interpersonal skill development. He is qualified to administer the Myers-Briggs Type Indicator STEP II (MBTI), Will Schutz's Human Element, Barry Oshry's Organization Workshop, Crucial Conversations®, John Kotter's ISB Leading Bold Change training and a variety of other organizational tools. Phil is on the board of the Chesapeake Bay Organization Development Network (CBODN).