



Terry Guth, Ph.D.

ABOUT TERRY GUTH, PH.D.

Terry Guth is Senior Organizational Change Science Advisor and Senior Partner with Corpus Optima. In this capacity he is responsible for the design and implementation of Corpus Optima's change optimization products and services.

As a seasoned organizational development expert, he has served a number of prominent organizations. Some of his most notable recent assignments include work for Chevron, where he assisted Chevron management with the planning and execution of large capital change efforts, and Hess Corporation, where he assisted senior management with the design and implementation of a major organizational change initiative. Prior to this Terry was Vice President, Organization Development and Corporate Human Resources for Cooper Industries, where he led the internal group responsible for corporate employee relations, change management, succession planning, performance, and leadership development. This included partnership with Rice University to create a two week "Cooper University" experience for senior and high potential senior executives. Before joining Cooper Industries, Terry was Director of Organization Effectiveness for 7-Eleven Inc, where he led the global function responsible for ensuring effective development and implementation of a wide variety of HR programs and organization development processes, where many of his seminal ideas around change optimization initially emerged.

Dr. Guth has an established pattern of partnering with organizations to recast change efforts to liberate intrinsic motivation, amplify employee engagement, enhance retention, and revolutionize organizational results. He is widely regarded for innovative approaches to unleashing human capital throughout large multi-site organizations and highly experienced at viewing the big picture to assess appropriate actions needed to support company policy. He has been especially successful in maximizing human resources activities synergistically with overall business operating strategy. He enjoys more than 20 years of hands-on Human Resources and Organizational Development experience in a wide range of retail, manufacturing, construction, distribution, sales and service industries. Along with his pioneering work in the field of change optimization, he is skilled at executive team building and facilitation, competency modeling, organizational and leadership development, executive coaching, talent management, succession planning, recruiting selection and retention, compensation and career path programs, training, and performance management.

Terrence earned a BA in Psychology from Rice University a Ph.D. in Industrial and Organizational Psychology from The University of Tennessee (Knoxville). He is an active member of the American Psychological Association, Society for Industrial and Organizational Psychology, and Organization Development Network.

