

# Robert B. Padulo, Ph.D.

## Bio Sketch

Robert Padulo, Ph.D., is the Founder & Chairman of iWorkwell, Inc. — the quality leader in HR information, guidance & tools. iWorkwell Corporate Membership gives subscribers answers, plus 24x7 online access to the members-only website — a state-of-the-art resource that improves organizations' HR practices, lowers management costs and boosts productivity. Before starting iWorkwell in 1999, Dr. Padulo advised and/or invested in a variety of early-stage companies. Prior to that, he was a consultant at McKinsey & Company and president of TapeLicator, Inc. (maker of a patented one-handed tape applicator).

A graduate of Harvard University, where he received the Harvard College Scholarship "in recognition of academic achievement of high distinction," Padulo earned his Ph.D. at Balliol College, Oxford University; his doctoral thesis was titled "Managing Corporate Transformations: Lessons From a Cross-Case Analysis of Empirical Studies." During his doctoral research and consulting work at McKinsey, he conducted detailed studies of companies in different industries: media, consumer products, financial services, insurance, energy and health care.

With expertise in OD & change management, leadership/management, business development, design & marketing, and Internet-based services, Dr. Padulo brings over 25 years of both academic rigor and practical experience to the world's largest multi-national corporations as well as to the smallest private firms.

Dr. Padulo frequently volunteers and serves charitable organizations in a leadership capacity, such as Chairman of the Board of Directors of Greater Philadelphia Cares\* (subsequently merged with United Way SE-PA); President of the Entrepreneurs' RoundTable; and a member of the Board of Directors of: America's TV JobNetwork, Inc; CityStep at UPenn (which Padulo co-founded), where college students engage public school youth in the performing arts; the Harvard Club of Philadelphia; and of Philadelphia Forward. He is a member of FPRI (Foreign Policy Research Institute), ranked the nation's top small think tank, and of Sunday Breakfast Club, whose mission is to increase cooperation between business, academic, cultural and civic leaders in the Philadelphia region for more productive service to the community.

\*Upon retiring from GPC due to term limits, Padulo was awarded the *Service Leadership Award* "in recognition of unparalleled dedication & service to the Greater Philadelphia Cares community as a volunteer, board member and leader. It is only through your tenacity and strong guidance that this organization has persevered."

Padulo is a life-long, multi-sport, competitive athlete: a former High School All-American swimmer who qualified for the 1988 US Olympic Trials, he has run a few marathons and half-marathons and is an avid snowboarder. With a genuine interest in a wide range of subjects, he diligently practices continuous *self*-improvement — he truly enjoys learning (by reading books & articles, listening to audio books, attending talks & seminars, etc.) and, more notably, *applies* his newfound knowledge & skills wherever he can. Having grown up in Palo Alto and Boston, Padulo has lived and worked in Tokyo, Honolulu, London, New York and San Francisco; he now resides in Philadelphia with his wife, their dog and 2-year-old daughter.

# ROBERT B. PADULO, Ph.D.

## *Experience*

**Founder & President: iWorkwell, Inc.** Philadelphia, 1999-present.

- Pioneered online HR services. Conceived business, raised financing, recruited employees, negotiated partnerships, launched and grew company.

**Angel Investor.** Philadelphia, 1997-2002.

- First-round investor, and advisor to several CEOs, at early-stage companies such as America's TV JobNetwork Inc., Atlantis Components Inc., Coelacanth Corp., Knite Inc., Ovation Products Corp. Helped negotiate and structure financing, revise strategies, rewrite business plans, and bring in second-round investors.

**President:** TapeLicator, Inc. Philadelphia, 1996.

- Led development of patented one-handed tape applicator, *The TapeLicator*®, from prototyping to marketing. Refocused the organization: set new agenda and long-term strategy, redesigned structure, selected strategic partners, hired outsourcing suppliers, assembled Advisory Board, wrote Business Plan, and raised capital.

**Consultant: McKinsey & Company.** London, New York, San Francisco, 1994-96.

- Coordinated R&D project on database marketing and developed the concept, principles and action steps of Continuous Relationship Management (CRM) — a new area of business growth for McKinsey. Designed Workplan, wrote Interview Guide, consolidated knowledge drawn from client engagements, identified external experts, conducted interviews and case studies, organized first McKinsey CRM conference, and analyzed project findings.
- Examined and critiqued client's four-year transformation program — one of the largest, most complex change efforts undertaken in the world. Documented findings as case study to be used as learning tool for client and for McKinsey's London partners.
- Analyzed and then redirected a company two years into its reengineering program. Measured performance, identified implementation problems, created systems model of business, evaluated needs, and proposed solutions to guide future strategies.

**Teacher:**

- Chemistry & Physics: St. Andrew's Priory School. Honolulu, 1990-92.
- English as a second language: private language school and a staffing agency. Tokyo, 1986-87.

## *Education*

**Oxford University:** Ph.D. in Management at Balliol College, 2001. Thesis: "Managing Corporate Transformations: Lessons From a Cross-Case Analysis of Empirical Studies." Coursework included: strategy, marketing, finance, accounting, operations and information management.

**Harvard College:** Bachelor of Arts, 1990; 3.7 GPA. Philosophy. Additional coursework: cognitive science, physics, computer programming, logic, probability, multivariable calculus. Harvard College Scholarship recipient "in recognition of academic achievement of high distinction," 1988-90.

## *Activities*

**Other Leadership Positions:** Supervisor of Keywanettes Club; Coach of St. Andrew's Priory cross-country team; Dance-Theater Instructor in "CITYSTEP" program for inner-city youth; Representative to Harvard Undergraduate Council; Captain of Gator Swim Club; Captain of Massachusetts State Champion swim and water polo teams.

**Swimming:** Qualified for US Olympic Trials, 1988; High School All-American, 1985; Boston Globe High School "Athlete of the Year," 1985.