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## **Don Kitson, Ph.D.** **Management Psychologist**

Dr. Kitson is a Management Psychologist with ERC where he specializes in assisting Northeast Ohio organizations in the areas of professional, management and executive-level assessment, leadership development, and targeted effectiveness coaching.

Dr. Kitson's 17 years of selection assessment, effectiveness coaching, and career management experience includes positions as Chief Psychologist, Managing Director, and Executive Vice President in leading domestic and international human resources consulting firms. His contributions include key initiatives in corporate change management, executive assessment, leadership development, new leader assimilation, executive team development, targeted leadership skills coaching, and selection interviewing.



Dr. Kitson has extensive experience working with individuals ranging from Chief Executive Officer to individual contributor in a broad array of organizations including Fortune 100 organizations, retail, healthcare, financial services, food and beverage, telecommunications, technology, energy, utilities, chemicals, manufacturing and nonprofit organizations.

Prior to entering the career management field Dr. Kitson held academic positions at the university level as well as human resource positions in a corporate environment. He is a frequent speaker and the author of numerous published articles on the subjects of achievement and learning style.

Dr. Kitson earned an undergraduate degree from Case Western Reserve University, where he graduated with distinction, and a Ph.D. from Kent State University. Additionally, he is a licensed psychologist, a former Fellow of the International Association of Career Management Professionals and a member of the American Psychological Association.