

## **Tom Kimball, Ph.D., M.G.A. — Certified Master Graphoanalyst**

### **Landmarks in Handwriting Analysis (last 40 years)**

- Consulted with attorneys to validate authentic signatures in questioned documents, (1995-present) Bellingham WA
- Presented concepts & principles of handwriting analysis to local attorneys, (1995) Bellingham WA
- Resolved private disputes regarding questioned documents, (1990-present) Bellingham WA
- Awarded President's Meritorious Certificate for Excellence of Performance, (Nov 1973) IGAS, Chicago IL
- Presented doctoral research results in personality assessment to IGAS Conference, (July 1973) IGAS, Chicago IL
- Received Doctorate in Philosophy, with specialty in personality assessment, (1973) Univ of Southern California
- Compiled comprehensive dictionary of handwriting indicators of personality traits (1969-71) U So California
- Initiated doctoral research into reliability and validity of Graphoanalysis to assess personality traits (1969) U So Calif
- Elected V-Pres., President of So. Calif. Chapter, (1967-68) IGAS, Los Angeles, CA
- Completed 18-months training as Master Graphoanalyst (1966) IGAS, Chicago IL
- Completed 18-months training as Certified Graphoanalyst (1965) Int'l Graphoanalysis Society (IGAS), Chicago IL

### **Recent employment positions (last 15 years)**

- **Documentation Consultant** (Dec 2005- ) Island Vacation Rentals, Lummi Island WA
- **Knowledge Management Contractor** (May 2005-Aug 2005 ) OptiStor Technologies, Kirkland WA
- **Property Management** (Dec 2002-Dec 2003) E. Davidson Enterprises, LLC, Bellingham WA
- **Strategic Leadership Seminar Training Team** (Aug 2001-Dec 2002) Boeing Leadership Center, St. Louis MO
- **Senior Consultant, Technology Solutions** (Nov 2000-May 2001)  
Herrick Douglass Inc, Information Technology (IT) Consulting in Intellectual Capital Management
- **Instructional Systems Designer** (Jan 1999-Nov 2000) The Boeing Company  
Boeing Institute of Aerospace Leadership, Boeing Leadership Center
- **Senior Instructional Systems Designer** (Contractor, Apr -Oct 1997, Employee, Oct 1997-Oct 1998) Semitool, Inc.,  
Corporate Training Dept., Kalispell, MT
- **Senior Instructional Associate** (Part-time contractor, Jul 1995-Apr 1997)  
Center for Performance Technology, Phoenix, AZ
- **Certified Instructor** (Oct 92-Oct 93) **PT Employee** (Oct 93-Feb 95)  
Information Mapping, Inc., Waltham, MA

### **Expertise in human performance improvement**

Taught over 1,200 Fortune 500 trainees to

- Construct and manage documentation systems.
- Use effective instructional design models.
- Propose & evaluate effective instructional systems.

Vertical markets included:

- Federal and State agencies,
- Aerospace manufacturing, *and*
- Semiconductor manufacturing.

### **Relevant outcomes**

- Facilitated proposal writing workshops for educators in Texas, Indiana, and California.
- Conducted 50+ training seminars to build US writers' procedural skills to analyze, organize, sequence, present, and propose information for Fortune 500 firms.
- Surveyed 100+ instructors, designers, developers, managers and printed sources to improve training effectiveness in two world-class aerospace firms.
- Applied principles of project management & strategic quality planning to instructional system design (ISD) projects in two world-class aerospace firms.
- Established quality documentation systems and project management system, then created and implemented four interactive technical training programs.
- Analyzed, designed, developed, delivered, and evaluated instructional systems for semiconductor manufacturing products used in US, Europe, & Asia.

### **Conference Presentations**

- Feb 2004, Feb 2003, Feb 2002 Lubbock Independent School District, Lubbock TX  
Proposal Power workshop for K-12 educators
- Jun 1996 Indiana University, Bloomington, IN: US trends in human performance technology (HPT) to South Korea's SunKyong Group of HR managers.
- Apr 1997 Int'l Society for Performance Improvement Conference, Anaheim, CA: Calculating Benefits of Human Performance Improvement Programs
- Oct 1997 Phi Delta Kappa International Conference, Indianapolis, IN:  
Laptop lab training on Proposal Power: Grant Writing for Educators

### **Unique added values**

- Created 15 unique knowledge bases in ToolBookII authoring system.
- Traveled to Mexico, Guatemala, Panama, Brazil, and many European countries, and learned seven languages.
- Handwriting analyst, repertory actor, downhill skier, sailor, musician, duplicate bridge player, chess player.

### **Education**

- Ph.D. Educational Psychology, University of Southern California
- M.A. Graduate Arts and Sciences, The Catholic University of America
- B.A. Philosophy, St. Ambrose College
- Certified Master Graphoanalyst

### **Contact**

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