



Chuck Shields

Lominger Associate

Independent Consultant

As President and Founder of Mount Rose Consulting Group, Chuck has a 15 year strategic partnership with Lominger, a Korn/Ferry subsidiary. His firm focuses on assessing, selecting and developing the “right” talent for your organization. He is certified in the entire Lominger suite of solutions and assessments.

Chuck has 30 years of senior executive level HR/OD experience in health care, entertainment (Disney), lodging and real estate development. At Disney, he helped in the creation of the Disney University and as VP of HR for Imagineering, helped recruit the team that designed and built EPCOT and Tokyo Disneyland. As Sr. VP of HR and Admin at Manor Care Inc. and Choice Hotels, Chuck worked directly with the Board of Directors and CEO to build a Talent Management and Succession Planning Process for the firm.

Chuck’s approach is to invest the time upfront to make sure you create the right organizational, functional, and position-specific “Success Profiles”. If the profile is not right, you may end up selecting, assessing, and developing around the wrong set of competencies. This approach also ensures organizational alignment by linking your profiles to the business strategy and preferred culture.

Chuck was recently named a Master Faculty member for viaEdge, the new on-line self-assessment for Learning Agility offered by Korn/Ferry powered by Lominger. Mount Rose Consulting Group can help organizations integrate viaEdge and the VOICES (360) assessment into their Talent Management Processes. Chuck administers the Voices 360 assessment alongside the measurement tools for Learning Agility to assess for Succession Planning and individual development opportunities. He has conducted over 2,000 Voices feedback sessions in his experience with the tool.

When it comes to selection, Chuck started his HR career in the Casting function at Disney. He has created a process that utilizes Interview Architect as both a pre-screen and final interview by segmenting the “Price of Entry” skills from the performance differentiators for the final one-on-one interview. He believes in selecting the right talent for both “fit” and high performance.

Mount Rose Consulting Group believes that individual development starts with increased awareness and feedback. This is an essential step in development. In reflecting on his own development, Chuck is very appreciative of the way Disney moved him around early in his career spending time in Casting, the Disney University, HR, Marketing and hotel management. Being learning agile enough to take advantage of these experiences was the key! We believe that learning takes place in small incremental experiences using “Guided Practice”.

Because of his unique experience in redesigning Disney’s employee orientation, on-boarding, and customer service processes, Chuck has been commissioned to assist other organizations in the design of their internal programs. Chuck has presented at national conferences, highlighting his work in the areas of selection, employee retention, and leadership development.

Chuck holds a Bachelor of Science degree in Business and Marketing from the University of Long Beach at California.

You can reach Chuck via the Lominger website at www.lominger.com/associates.aspx or via Mount Rose Consulting Group:

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