

## Access to Experts



**Edward E. Hubbard**  
President and CEO  
Hubbard & Hubbard, Inc.

Dr. Edward E. Hubbard is President and CEO of Hubbard & Hubbard, Inc., Petaluma, CA, an international organization and human performance-consulting corporation that specializes in techniques for applied business performance improvement, Diversity Return on Investment (DROI®) measurement and analytics, instructional design and strategic organizational development.

In April, 2012 Dr. Hubbard was an honoree at the Inaugural International Society of Diversity and Inclusion Professionals Legends of Diversity Ceremony in Rio Grande, Puerto Rico where he received the Legends of Diversity Award for establishing the “Diversity ROI Analytics” and “Diversity Measurement Fields/Disciplines” The American Society for Training and Development (ASTD) inducted Dr. Ed Hubbard into the prestigious “ASTD New Guard for 2003”. The July/August 2007 Issue of Profiles in Diversity Journal featured Dr. Hubbard as the “Diversity Pioneer” in Diversity Measurement. Dr. Hubbard serves on the Harvard Business Review, Diversity Executive Magazine and Strategic Diversity & Inclusion Management (SDIM) magazine Editorial Advisory Boards.

Dr. Hubbard served as Director, Developmental Education and Assistant Professor, African and Afro-American Politics and History, The Ohio State University. A sample of Dr. Hubbard’s corporate experience includes Programming Analyst and Manager, Battelle Memorial Institute, Systems Analyst, Informatics Corporation, Systems Engineer, Xerox Corporation, Organization Development and Education Specialist, Mead Corporation, Director of Training, Communication and Compensation for the 17 Billion Dollar McKesson Corporation.

Dr. Hubbard is an expert in Organizational Behavior, Organizational Analysis, Applied Performance Improvement and ROI Measurement Strategies, Strategic Planning, Diversity Measurement and Analytics, and Strategic Organizational Change Methodologies. He holds a Practitioner Certification and Master Practitioner Certification in Neurolinguistic Programming (NLP), a Neuro-science discipline. Dr. Hubbard earned Bachelors and Masters Degrees from Ohio State University and earned a Ph.D. with Honors in Business Administration.

1.5 Minute YouTube Introduction of Dr. Hubbard and His Diversity and Inclusion Return on Investment (DROI®) Measurement Work (From the International Society for Diversity and Inclusion Professionals (ISDIP):

<http://www.youtube.com/watch?v=ZoVqbM9wtY8>

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