

Kent Rhodes

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Bachelor of Arts (BA)

Lubbock Christian University
Sociology

Master of Education (ME)

Texas Tech University
Family Counseling

Doctor of Education (EdD)

Pepperdine University
Institutional Management

Doctor of Ministry (DMin)

Lipscomb University
Missional Theology

Professional Experience

Pepperdine University
Clinical Professor

Malibu, CA

2001-Present

- Joint Appointment: Graduate School of Education & Psychology and Graziadio Business School
- Core faculty for Doctoral programs in Global Leadership & Change
- Core faculty for Master of Science in Organizational Development
- Chair, Executive MBA Committee
- Serve on various academic committees: Doctoral Programs, EMBA and MSOD
- Doctoral dissertations chairperson and theses advisor
- Co-developer of Master of Science in Family Enterprise
- Lead global trips for executive students

The Family Business Consulting Group
Senior Consultant

Chicago, IL

2006-Present

- Work nationally and internationally with family owned enterprises (revenues of \$50m-\$20b)
- Strategic planning for the business and the family
- Mediate conflicts among family members
- Help develop continuity plans with families
- Emphasis on leadership, organizational development, and spiritual formation

eMarketplace, Inc.
Managing Director

San Jose, CA

1999-2001

- Principal with award winning, \$40 million pre-IPO Internet architecture company
- Successfully negotiated and managed on-going acquisition growth strategy resulting in company gross margins of over 65%, an organic growth rate of more than 55% and retention rates of 90%
- Integrated senior management employees from six companies to form new company
- Identified cultural best practices and mitigated cultural barriers to effective integration
- Advised CEO and Chairman regarding integration of cultural, value, and leadership capital
- Presented successful integration strategy to investors and underwriters

OnCourse Network, Inc.
Founder and CEO

Irvine, CA

1997-1999

- Internet education company focusing on On-line continuing education initiatives
- Aggregate core competencies content for Internet Distance Education applications for use in schools and corporations
- Acquisition negotiator and due diligence team member for sub-contracted technology incubator
- Identified acquisition targets based on value, synergy and cultural fit
- Conducted cultural and leadership due diligence
- Acquired by eMarketplace, Inc. in 1999

Los Angeles Universal Pre-School (LAUP) Los Angeles, CA 2005-2009
Director, Organizational Effectiveness

- Oversee OD and OE initiatives for LAUP
- Create and maintain work-flow quality and milestones across departments
- Collaborate with Gates Foundation for pre-school expansion in the state of Washington

Affinity Resources Culver City, CA 1990-2007
President

- Served as Executive Coach in partnership with Leadership Outfitters, Foster Mobley Group, and Creative License, Inc.
- Created and conducted Small Group Facilitator Training Workshops for faith-based organizations entitled, “A Culture of Safety”, in partnership with Henry Cloud and John Townsend
- Provided mediation services and conflict resolution training resources for churches in conjunction with the Straus Institute for Dispute Resolution
- Wrote and developed learning strategies materials for corporations and faith-based organizations.
- Speaker to faith-based organizations in US and East Africa
- Executive Coach for ministers, pastors and church leaders

Publications

Books

- Rhodes, K. and Lansky, D. (2013). *Managing Conflict in the Family Business: Understanding Challenges at the Intersection of Family and Business*, Palgrave-MacMillan, New York.
- Bigley, J. and Rhodes, K. (2019). *Transformation Execution: A Holistic Approach to Change Management*. Archway Publishing, Bloomington, IN

Articles

- Bigley, J, Weniger, M. & Rhodes, K. (2019). Trust in the Press as an Institution. *International Journal of Innovative Studies in Sociology and Humanities*. .
- Rhodes, K. (2018) Perceptions of Spiritual Development Among Graduates of the Master of Science in Organization Development. A Doctoral Dissertation, Lipscomb University, Nashville.
- Rhodes, K. (2018). Family Business Members’ Insights on Navigating the Succession Process. *The Family Business Journal*, Chicago.
- Rhodes, K. (2018) The West and the Religious Other: Connecting with Muslims. *The Journal of Sociology and Christianity*.
- Rhodes, K. (2015). *Six Characteristics of Virtuous Organizations: A Roadmap Taken from Family Business Success*. Graziadio Business Review. Vol. 18 Issue 1.
- Rodriguez, E. Rhodes, K. and Aguirre, G. (2014) *Intervention for High School Latino Students in Preparing for College: Steps for Consideration*. In the *Journal of Hispanic Higher Education*, SAGE Publishing, Thousand Oaks.
- Tompkins, T and Rhodes, K. (2012) *Groupthink and the Ladder of Inference: Increasing Effective Decision Making*. *The Journal of Human Resource and Adult Learning*. Vol. 8, Issue 2, Dec 31, 2012
- Rhodes, K. (2012) *UPDATE: Making Mergers a Growth Strategy*. Graziadio Business Review. Vol. 15. Issue 1.
- Rhodes, K. (2007). Going Beyond Resource-Based Thinking to Create Real Value. In *Accounting World*, ICFAI Press.
- Rhodes, K. (2006). *Six Components of a Model for Workplace Spirituality*. Graziadio Business Review, Volume 9, Issue 2.
- Tompkins, T, Wallis, N. and Rhodes, K. (2006). *Gen Y and Organizational Life: Are network groups unnecessary, or are young managers naïve?* Graziadio Business Review, Volume 9, Issue 3.
- Rhodes, K. (2004). *Merger and Acquisition Strategies*. Graziadio Business Review. Vol 7 Issue 1
- Rhodes, K. (2002). *Making Mergers a Growth Strategy*. Graziadio Business Review. Vol 5 Issue 2
- Rhodes, K. (1998). *Putting Technology to Work: A Collaborative Model for Learning Communities*. *Journal of the Society of Educators and Scholars*, New Jersey.

Select Articles from the Family Business Advisor

- Rhodes, K. & Telford, D. *Emotional Ownership*
- Rhodes, K. *Predictable Yet Not Inevitable: Archetypes of Potential Conflicts in the Family Enterprise*
- Rhodes, K. *Six Keys to Successful Family Foundation Creation*
- Baskin, O., McClure, S. & Rhodes, K. *Conflict in Land-Based Businesses*
- Brun de Pontet, S. & Rhodes, K. *The Shadow Effect of the Founding Generation on the Sibling Partnership*
- Rhodes, K. *Using the Ladder of Inference in Managing Conflicts*
- LeCouvie, K. & Rhodes, K. *The Competitive Advantage of Culture in a Family Business*
- Sage-Hayward, W. & Rhodes, K. *The Status Effect: How Ego Plays Out in Family Firms*
- Daeda, K. & Rhodes, K. *Unsticking Succession: Common Obstacles and a Path Forward*

A list of presentations, speaking engagements, and seminars is available upon request

Other Relevant Experience

Mariners Church

Recovery Ministry for Adolescents

Newport Beach, CA

Broadway Church of Christ Counseling Center

Individual and Group Therapist

Lubbock, TX

Straus Institute for Dispute Resolution

Consultant – adapted materials for faith-based organizations

Malibu, CA

Rapha Christian Counseling Centers

In-Patient Therapist

Van Nuys, CA

Long Beach Church of Christ

Campus Minister

Long Beach, CA

Broadway Church of Christ

Youth and Family Minister

Lubbock, TX

Lubbock Christian University

Director of Recruiting

Lubbock, TX