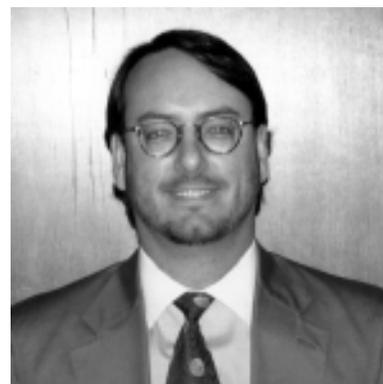


# LANCE B. KURKE



Dr. Kurke is the founder and principal of an independent consulting practice based in Pittsburgh, Pennsylvania. Kurke & Associates, Inc. provides: strategic, business, and implementation planning; customized training and development; facilitation; and executive coaching. Dr. Kurke brings more than twenty years of academic research to his consulting practice providing unsurpassed value to his clients.

His clients include a myriad of organizational types and sizes, both privately and publicly held - from \$2M to \$11 billion. Of recent note, Dr. Kurke worked directly with the CEO to develop evaluation, training, and planning programs for Highmark's management team.

He recently facilitated a joint venture start-up and revised the planning process of a billion dollar REIT.

In addition to his consulting practice, Dr. Kurke continues to play an active role in the academic community. He is an Associate Professor of Management in the A.J. Palumbo School of Business Administration at Duquesne University. He is also an Adjunct Professor at the H. John Heinz III School of Public Policy and Management at Carnegie Mellon University. At Duquesne he has served as Chairman of the Behavioral Division, Director of the European Study Abroad Program, and Director of the Management Advisory Board. Dr. Kurke is the recipient of numerous teaching awards, including the prestigious national award from the American Association of Collegiate Schools of Business for innovation in teaching. Dr. Kurke has trained over two hundred of his colleagues in teaching methods such as cooperative learning. His publications cover numerous topics: change, innovation, communications, top management behavior, Asian affairs, leadership, strategy, comparative health care, strategic change, and total quality management. He serves on the board of directors of the Pittsburgh Chamber Music Society, is the President of the CEO Club of Pittsburgh, and founded Pittsburgh chapter of the Presidential Advisory Council, which he facilitates.

Dr. Kurke earned his BS from Stetson University and his MBA MA, and Ph. D. from the Johnson Graduate School of Management at Cornell University. Prior to joining the faculty at Duquesne University, Dr. Kurke served on the faculties of Carnegie Mellon University's Graduate School of Industrial Administration as well as the Babcock Graduate School of Management at Wake Forest University.

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