

## Biography



*Richard Lewis, Jr., Ph.D.* is a tenured Professor of Sociology at the University of Texas at San Antonio. His academic specialties include the areas of diversity management, strategic planning, public administration, and social science research. Dr. Lewis served as Associate Dean for the College of Liberal and Fine Arts from 1997 to 2002. He was a Special Assistant to the President of the University from 2002 to 2007. Dr. Lewis has taught at Texas A&M University, St. Philip's College, and Our Lady of the Lake University. He is President of Round Top Consulting Associates, a firm he founded in 1990, which provides social science research and seminar facilitation. He has numerous publications to his credit that deal with the issue of social inequality and is the co-author along with Dr. George Yancey of *Interracial Families: Current Concepts and Controversies*.

Dr. Lewis is involved in a variety of civic activities. He is a board member on the Green Spaces Alliance of South Texas. He is a former board member on the United Way Board of Directors and the Live Oak Economic Development Corporation. In addition, he has served on the VIA Metropolitan Transit Authority Board of Trustees and the Bexar County Housing Authority.

Dr. Lewis received his undergraduate degree from Texas Tech University. He received his Master's and Doctoral degrees in Sociology from Texas A&M University.

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# Classes Currently Offered

Effective Goal  
Setting

Generational  
Issues in the  
Workplace

Leading  
and  
Managing

Managing and  
Resolving Conflict  
in the Workplace

## **Classes Currently Offered**

### **Effective Goal Setting**

Learn how to develop achievable goals. Explore professional and organizational goals, learn the process of setting them, and discover ways to evaluate their effectiveness.

### **Generational Issues in the Workplace**

Discuss how age differences impact leading and managing in complex organizations. Examine how age cohort influences our culture, work styles, professional orientation, and social etiquette. Identify and discuss generational issues that negatively affect organizations. Learn techniques and strategies that enhance the ability of leaders to successfully manage and motivate individuals from various age groups.

### **Leading and Managing**

Focus on developing leaders within your organization. Explore leadership strengths and weaknesses. Team building, goal setting, effective communication, and strategic planning are addressed. Explore organizational change and learn how to assess the ability for leading change initiatives.

### **Managing and Resolving Conflict in the Workplace**

Identify and understand conflict issues in the workplace. Learn to determine various types of conflict and how they occur and examine ways to resolve conflict effectively. Also, recognize the role of bullying and retaliation in the workplace and identify ways to reduce it.

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