

CURT BECHLER, PH.D.

Dr. Curt Bechler is Managing Partner of Venture International LLC and an Associate Professor at Aquinas College. For the past twenty-two years, Dr. Bechler has served as a crisis/conflict specialist, facilitator, and trainer with organizations of all sizes and types (i.e., manufacturing, health and human services, financial services, private universities, public schools, nonprofit agencies). He has worked with senior leaders to strategically respond to a wide range of difficult situations:

1. Workplace violence (e.g., arson, domestic violence, homicide, bomb threats, threats of violence – written and spoken)
2. Large scale embezzlement (e.g., as high as \$1.3 million by a senior vice president)
3. Special interest groups publicly attacking organizations in the media or social media to further their agenda (e.g., union, environmental, health groups, and religious)
4. Sexual misconduct and lawsuits alleging harassment (e.g., senior leaders, CEOs, physicians, teachers, pastors, employees)
5. Falsification of identity and/or background (i.e., gender, degrees, experience)
6. Suicide (e.g., employees, senior leaders, students, and spouses of employees)
7. Labor/management disputes (e.g., strikes, contentious negotiations, union organizing)
8. Failed corporate relationships and/or mergers (i.e., retirement communities, financial services, health services – physician practices and health systems, manufacturing plants)
9. Controversial speakers that provoked hostile responses (i.e., disinvited speakers and invited speakers)
10. Medical malpractice and misconduct (i.e., allegations of inappropriate touching, allegations of misconduct with nursing staff members, disruptive and spiraling conflicts between physicians)
11. Physicians/Medical Staff and Senior Leadership conflicts (i.e., health systems and hospitals, large physician groups, surgery center vs. health system)
12. Senior Leadership and Board conflict (i.e., CEOs/presidents in public disputes with the Board of Directors, public terminations of CEOs/presidents/pastors of large churches)
13. Strategist in political and public relations campaigns (i.e., millage, bonds, sinking funds, political office, community relations and stakeholder campaigns with organizations such as health systems, school systems, universities, seminaries)

As an author, Dr. Bechler has focused in two areas: 1). Listening and leadership, and, 2). Effective response strategies for organizations faced with a crisis and conflict. He co-authored the book *Listen to Win* and has written chapters in both textbooks and specialized publications such as *Crisis Communication* and *The Business Research Yearbook*. In addition, he has published articles in publications such as: *The Journal of Small Group Research*, *The Communication Annual*, and the *Journal for Communication and Administration*.

Dr. Bechler teaches graduate and undergraduate courses ranging from organizational theory and design to organizational communication and crisis communication in the Department of Communication and the School of Management. He was twice named the “Outstanding Faculty Member of the Year” by the Aquinas College Community Senate. He is appreciated as a speaker and trainer due to his style that includes strong audience involvement and applied conceptual learning.