

**Robert J. Lavigna**

*Director*

Institute for Public Sector Employee Engagement

Bob Lavigna has more than 30 years of experience leading government organizations and programs. He is the Director of the *Institute for Public Sector Employee Engagement*, a division of CPS HR Consulting, an independent and self-supporting government agency. The *Institute* helps public-sector and nonprofit organizations measure and improve employee engagement as a key to improving performance and service delivery.

Bob's book, *Engaging Government Employees: Motivate and Inspire Your People to Achieve Superior Performance* (American Management Association), is the first book to focus exclusively on employee engagement in the public sector.

Before joining CPS, Bob served as Assistant Vice Chancellor and Director of HR for the University of Wisconsin. He is an adjunct Associate Professor in the La Follette School of Public Affairs at Wisconsin.

Bob was also Vice President - Research for the Partnership for Public Service, a nonpartisan nonprofit dedicated to revitalizing the public service by inspiring new generations to serve and helping to transform government. He directed research projects, including "Best Places to Work in the Federal Government," that found new ways for government to attract, develop and retain talent.

Bob also previously served as Director of the state of Wisconsin merit system. He began his career with the U.S. Government Accountability Office (GAO) as an auditor, program evaluator, HR Director of GAO's largest field office, and Assistant to the Assistant Comptroller General.

Bob is an elected Fellow of the National Academy of Public Administration, and was selected as a "Public Official of the Year" by *Governing* magazine. The organizations Bob has led also received innovation awards from the Ford Foundation, Society for Human Resource Management, Council of State Governments, International Public Management Association for HR (IPMA-HR), Urban League, and others.

He is a past president of IPMA-HR, and is also a past national chair of the American Society for Public Administration Section on Personnel and Labor Relations. In addition to his book, Bob writes frequently for professional publications and has authored three book chapters on HR. He has spoken across the U.S. and in Canada, Europe, Asia, South America, the Caribbean, Africa, and the Middle East.

He has a B.A. in Public Affairs from George Washington University, an M.S. in HR from Cornell University and has done Ph.D. work at the University of Wisconsin.