

DR. DAVID ADAMS | PRESIDENT AND CEO

Dr. David E. Adams is the president and CEO of Adams Strategy Group, Inc.: a specialized consultancy that pursues embedding positive safety culture using strategic leadership by targeting strategy development, strategy deployment, executive coaching with a focus on courageous leadership, operational/organizational excellence structures, and high-performing teams. Dr. Adams started the Group's work in 2002 after his return from his recall to active-duty service for the United States Navy, where he served in key anti-terrorism and force protection strategy development and deployment roles in the Atlantic theater. Dr. Adams serves as the Group's team leader and head coach. Dr. Adams is also adjunct faculty for the Alex G. McKenna School of Business, Economics, and Government at Saint Vincent College, where he teaches graduate and undergraduate courses in organizational culture and operational excellence.

In addition to his work with Adams Strategy Group and at Saint Vincent, Dr. Adams served in the U.S. Navy Civil Engineer Corps in various leadership capacities during a 22-year career of both active and reserve service, including a tour of duty serving Presidents Ronald Reagan and George H.W. Bush at the Presidential Retreat, Camp David, as the command's contingency readiness officer. In 2001 Dr. Adams was recalled to active duty for his expertise in anti-terrorism and force protection as part of Operation Noble Eagle – the President's call-up of reserves in answer to the terrorist attacks on the U.S. on Sept. 11.

David's expertise lies in embedding positive culture through transformational and positive leadership, human and operations systems balance, operational excellence systems and strategies, and executive coaching. Dr. Adams holds a professional Doctorate in Strategic Leadership (DSL). His doctoral project explored the effects of strategic and positive leadership on a high-performing health system team that reduced employee and patient harm by 80% in eight years using Adams' operational excellence platform.

A Latrobe, Pennsylvania, USA native, Dr. Adams earned a Bachelor of Science degree in civil engineering from the Virginia Military Institute, and his Masters in Operational Excellence from Saint Vincent College's McKenna School for Business, Economics and Government. He resides in Ligonier with his wife Roberta. Adams' interests include spending time with his wife and co-founder, Roberta, enjoying his children and grandchildren, and growing leaders up around himself, regardless of context.

EDUCATION

Liberty University Doctor, Strategic Leadership	2022
Dissertation: "A decade of strategic leaders in an integrated healthcare system in the United States successfully reducing medical errors"	
Honors: Dissertation passed "with Distinction"	
Saint Vincent College Master of Science, Management-Operational Excellence	2014
Virginia Military Institute Bachelor of Science, Civil Engineering	1986
Areas of Concentration: Contingency Construction, Soils Engineering	
Minor: Naval Science	
Thesis: "Concept for Underground Home: South-Facing Edifice for Solar Optimization"	

MILITARY AWARDS

Meritorious Service Medal	1988 – 1991
Navy Commendation with three stars	Various Dates
Presidential Service Award	1988 – 1991

TEACHING EXPERIENCE

Saint Vincent College Adjunct Instructor – GCBA 607 "Organizational Behavior and Human Resources Management"	20022-Present
Developed syllabus and overall course structure, and administered all grades.	
Adjunct Instructor – GCBA 686 "Organizational Culture"	2014-Present
Developed syllabus and overall course structure, and administered all grades.	
Adjunct Instructor – BA 386 "Culture in Operational Excellence"	2014-Present
Developed syllabus and overall course structure, and administered all grades.	
Adjunct Instructor – BA 491 "Operational Excellence in Healthcare"	2014-Present
Developed syllabus and overall course structure, and administered all grades.	
Adjunct Instructor – "Operational Excellence Graduate Seminars"	2014-Present
Developed syllabus and overall course structure, including weekly lab practicum, and administered all grades.	

PROFESSIONAL EXPERIENCE

Betsy Lehman Center for Patient Safety, State of Massachusetts Evaluator	2022 – Present
Provide subject matter expertise in developing the Massachusetts State Roadmap for Patient Safety.	
Adams Strategy Group President	2014 – Present
Architect for various operational excellence transformations in healthcare, manufacturing, service, and emerging businesses.	
McKenna School of Business, Economics, and Government Kennametal Center for Operational Excellence Executive Director	2005 - 2014
Designed and delivered open registration and customized training curricula for Mid-Atlantic and New England regional enterprises.	
United States Navy Commander, Civil Engineer Corps	1986 - 2007

Executive and strategic leadership to US Naval construction forces and shore infrastructure organizations, including the Presidential Retreat, Camp David.

PUBLICATIONS AND PAPERS

“Leadership for Reducing Medical Errors Via Organizational Culture: A Literature Review”

Journal: Measuring Business Excellence 2022

Under Review: “Executive Summary: How Positive Leadership Transformed Signature Healthcare into the Top Performing Massachusetts Hospital for Patient Safety”

Betsy Lehman Institute for Patient Safety 2023

Contributor: Essential Principles for Managers: Innovative Approaches to Examining Foundational Theories of Management and Leadership, Chapter Ten

HPL Publications 2018

“Taylorism and Operational Excellence Improving on the ‘One Best Way’”

Journal of Leadership and Management 2017

LANGUAGES

English– native language

MEMBERSHIPS

Military Officers Association of America (MOAA) – Lifetime Member

Past Clients:

AIRO Die Casting, Latrobe, PA – Balanced Scorecard, Daily Meeting, Problem Solving

Aliner, Columbia Northwest, Kecksburg, PA – Training, Operational Excellence System, Culture Change Phase

Bombardier Aerospace, Montreal, Québec, Canada – Training / Coaching, Operational Excellence System, Culture Change Phase

Centro Medico, ABC (The American-British Cowdray Hospitals), Mexico City, Mexico – Training / Coaching, Operational Excellence System, Culture Change Phase

Centre de santé et de services sociaux de Laval, Laval, Quebec, Canada – Executive Education, Training / Coaching, Operational Excellence System, Culture Change Phase

Certified Lab Managers Association, Cranberry, PA – Training, Problem Solving

Chesapeake Regional Medical Center, Chesapeake, Virginia - Operational Excellence Assessment, Report, and Strategy Design

Diakama Hamann, Kalamazoo, MI - Modified Planning Process design

Dormont Manufacturing, Export, PA – Training, Lean 101

Eaton Corporation, Aurora, OH – Training, Problem Solving and the Daily Meeting

Elliott Corporation, Jeannette, PA – Training, Project Management using Operational Excellence

Excela Health, Latrobe, PA – Coaching, Operational Excellence System, Culture Change Phase

Fibrex, Montreal, Québec, Canada – Executive Coaching, Operational Excellence System, Culture Change Phase

FS Elliott, Export, PA – Coaching and Implementation, Operational Excellence System, Culture Change Phase

Gatan, Inc., Cranberry, PA – Training, Lean 101

Giant Eagle, Pittsburgh, PA – Training Lean 101, Operational Excellence System, Culture Change Phase

Grabiak Chevrolet, New Alexandria, PA – Coaching and Implementation, Operational Excellence System, Culture Change Phase

Hallmark Health, Melrose, MA - Cornerstone Leadership Academy

Latrobe Specialty Steel, Latrobe, PA – Training, Lean 101, Operational Excellence System, Culture Change Phase

LifeBridge Health, Baltimore, MD - Operational Excellence Assessment

LifeBridge Health, Baltimore, MD - Operational Excellence system design and training

Ligonier Camp and Conference Center, Ligonier, PA – Coaching, Operational Excellence System, Culture Change Phase

LP Aero, Murrysville, PA – Training, Lean 101

Massaro Company, Pittsburgh, PA – Training, Values-Centric Leadership

Medrad, Pittsburgh, PA – Training / Coaching, Lean 101, Operational Excellence System, Culture Change Phase

Milford Regional Medical Center, Milford, MA – Focused improvements: Endoscopy Utilization, Operating Room Turnover.

Milford Regional Physicians Group, Milford, MA – Focused improvement: Phone Note Adjudication

Morgan Ceramics, Latrobe, PA – Training, Lean 101

MSA, Cranberry, Pennsylvania - Team Problem Solving, New Process Designs: Global Supply Chain (Cranberry, PA) , Capital Expense Budgeting Process (Murrysville, PA), New Product Development Process (Cranberry, PA), Pad Printing Process (Santiago, Chile)

MSA, Cranberry, Pennsylvania - Global Production System Design

NVNA and Hospice, Norwell, Massachusetts – Operational Excellence Strategy

NPC, Roaring Springs, PA – Training, Lean 101

Overly Door and Manufacturing, Greensburg, PA, Reynosa, Mexico, Omaha, NE – Training and Coaching, Operational Excellence System, Culture Change Phase

Ostara Nutrient Recovery, Vancouver, BC, Canada - OE System design

Parker Hannifin, Irwin, PA – Training, Lean 101

Premium Molding, Inc., Latrobe, PA – Training and Coaching, Operational Excellence System, Culture Change Phase

Saint Vincent College, Student Affairs Department, Latrobe, PA – Training, Values-Centric Leadership

Saint Vincent College, McKenna School of Business, Economics and Government, Latrobe, PA - Operational Excellence 101 and 102 Seminars

Seimens LDA, Monroeville, PA -Training, Lean 101

Signature Healthcare, Brockton, Massachusetts – Coaching, Implementation, Operational Excellence System, Culture Change Phase and Implementation Phase; CEO Selection Project, Senior Executive Stabilization Project

SmithGroup, Chicago, IL - Value-Added Planning Processes for A+E team.

South Shore Health System, Weymouth, Massachusetts - Leadership Curriculum for Physicians

South Shore Health System, Weymouth, Massachusetts - Operational Excellence assessment and enterprise strategy

South Shore Health System, Weymouth, Massachusetts - Service Line Strategy Development

Sheetz, Altoona, PA – Training, Lean 101

Stryker Orthopaedics, Mahwah, NJ – Training, Lean 101

Tuscano Agency, Greensburg, PA – Executive Coaching, Problem Solving and Values-Centric Leadership

TRO Health - Modified 3P for Cancer Treatment Center, Signature / Beth Israel Deaconess, Boston, MA

TRO Health - Modified 3P for Ambulatory Surgery Center, Bronson Health, Kalamazoo, MI

Westinghouse Nuclear Fuel, Special Metals Plant, Blairsville, PA – Training, Lean101

Westmoreland Cultural Trust, Greensburg, PA – Coaching, Strategic Planning

West-Penn Allegheny Health System (now Allegheny Health), Forbes Hospital, Monroeville, PA – Operational Excellence System Design, Cardiovascular Surgery and Intensive Care Service Line.

LinkedIn Publications

“Regaining Focus Part Two: Three Ways to Systematize for Focus.” Published on March 12, 2018

“Regaining Focus Part One: Keep it Simple.” Published on February 21, 2018

“It's the Process, not the Person (...causing your problems).” Published on February 13, 2018

“Stop the Chaos: Start Here - Replace Your Non-Standardized Management System.” Published on November 9, 2017

“Reduce Variability | Attack Your Management System.” Published on March 28, 2017

“To Transform Culture Exercise Values | Three Things to Do That Today.” Published on November 17, 2016

“Three Excellent Reasons to Move as a Team.” Published on October 17, 2016

“A Model for Thinking about Your Team's Movement.” Published on September 22, 2016

“Leading from the Front (and four other silly leadership exhortations).” Published on September 20, 2016

“Teamwork and How to Think About It.” Published on September 14, 2016