

## **ROBERT FRANCO**

Robert Franco is a consultant in the area of leadership, management, and diversity. He recently retired as a Federal senior executive from the Department of Agriculture (USDA) after 32 years of service. At USDA, Mr. Franco was the Associate Deputy Director, Civil Rights Enforcement and Adjudication, for the USDA. He provided overall leadership and direction to the Department's discrimination complaint program in employment and delivery of programs and services by USDA.

Prior to his retirement, Mr. Franco was on an executive mobility assignment to the Office of Personnel Management (OPM). His assignment focused on contributing to better government through creating a stronger, more cohesive Senior Executive Service (SES) community.

During this assignment, Mr. Franco developed and conducted the very popular workshop, "Growing Leaders for the 21<sup>st</sup> Century." This workshop has been conducted more than 500 times to more than 27,000 Federal managers and employees worldwide to all cabinet level agencies and several independent agencies. The briefings have received very high marks and have been in high demand. For this effort, Bob received two of OPM's prestigious "Teddys" (Theodore Roosevelt's Award for Excellence).

Before transferring to USDA, Mr. Franco was the Director for the Affirmative Employment Service, Department of Veterans Affairs. The major part of Bob's Federal career was with the U.S. Civil Service Commission and its successor agency, OPM. He began his career as a personnel management specialist in recruiting and examining in the Seattle Area Office. At OPM, Bob held a number of key positions, which provided him with diversified managerial, supervisory, and technical experience in personnel management and equal opportunity:

Mr. Franco holds a Bachelors of Arts degree in Political Science and Ethnic Studies, Magna Cum Laude, Western Washington State University, Bellingham, Washington, 1973; Ford Foundation Fellow, Graduate School of Public Administration, University of Washington, 1974. He is also a former Vietnam Veteran who served as a Hospital Corpsman with the U.S. Navy and the U.S. Marines.

Mr. Franco has served as lecturer for a number of Federal agencies, community organizations, colleges and universities, and has received a number of awards for his efforts. He is married to Daliza Salas, has four daughters and two sons, and resides in Clifton, Virginia.

Bob's special interests include European model railroading, collecting paper money worldwide, traveling, and visiting Bed and Breakfast inns with his wife, Daliza.

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