

# The 4th Annual SNAME Boat Design Competition 2010 - 2011



Dr. Richard C. Boutwell's works include organizational and behavioral change strategies leading to measureable results. He recently retired from Newport News Shipbuilding after having worked there for over 26 years.

### **Areas of Specialization:**

Provide human and organizational performance solutions in support of the human capital strategic direction with the application of instructional systems analysis and development methods and the principles of human learning. Form working partnerships with company executives and training organizations with the express purpose to enhance job performance, align organizations, reduce waste, reduce process variability and ensure a solid ROI with empirically driven organizational and human performance evaluation model.

### **Educational Background:**

Brigham Young University  
Ph.D., Cognitive Psychology  
Dissertation: The relationship between performance and anxiety  
University of California  
MA, Educational Psychology and BA, Behavioral Studies  
BA, History and English

### **Professional Experience:**

High school history-English teacher  
High school principal for students at risk  
Professor: BYU, ODU, SIU, UCI and FSU  
Industrial and Business Training Manager  
Founder: Workforce Performance consultant: Business Intelligence Training

**SNAME:** Founder & Fac. Advisor: Student Steering Committee. Founder:  
The Apprentice School SNAME  
Recipient: 2006 Distinguish Service Award;  
SNAME Fellow 2010

Dr. Richard C. Boutwell

Founder, SNAME Boat  
Design Competition

Apprentice School Chapter  
Society of Naval Architects  
and Marine Engineers

