

PAUL D. HILTMAN

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PROFESSIONAL FOCUS ~ Civil Services LLC

To Train Trainers, especially but not exclusively those associated with for-profit organizations, in the leading edge tools of Nonviolent Communication, Consent Circles and Restorative Circles, so they can lead those organizations to unprecedented cooperation and collaboration.

PROFESSIONAL EXPERIENCE

2006-present Partner, Civil Services LLC, Atlanta, GA

1999-present Vice-President and General Manager, Aerospace Interior Products Company - Atlanta, GA

This manufacturer of custom corporate aviation cabinetry, countertops, and composite structures was founded in 1993. Assumed P&L responsibility and began to transform the company from startup mode to stability in 1999. During this period, became exposed to and began applying the community-building tools of Nonviolent Communication, Consent Circles and Restorative Circles which have been unusually effective at resolving conflicts, obtaining buy-in on company policies, and at decreasing turnover.

1990 – 1999 Engineering Manager, Industrial Safety Products Distributor/Manufacturer - Atlanta, GA

Recruited by the owner to create a strong engineering group for this distributor of respiratory protection and thermal imaging equipment. In 1990 the company primarily did final assembly of product designed and manufactured in England by a partner company. Created a talented team of top engineers and support personnel, and established concurrent engineering program so that the company was able to successfully and efficiently develop and manufacture leading edge technology in the fire service and industrial markets. As a result, the owner was able to buy out the partner company and transform from a distributor into a full-fledged manufacturer.

1985 – 1990 CEO, R-Dot Corporation and Owner, Hiltman Associates - Atlanta, GA

Designed, developed, self-financed and nationally marketed a rechargeable self-monitoring automotive light using off-shore molding and electronics subcontractors. Technical consulting work on new business startups (due diligence), and training on business software on contract with Georgia Tech Computer Institute

1973 – 1985 Design, Project and Engineering Manager with Medical Device Manufacturers – Los Angeles, CA

Designed both innovative products and systems to support the growth of both established and venture divisions of national companies.

Education:

B.S. Physics (cum laude) with minor in Education from Harvey Mudd College, Claremont, CA, 1971. B.S. Education from New School of Behavior Studies in Education, University of North Dakota, Grand Forks, ND, 1972.

Professional Training and Memberships:

Plastic Product Design, Glenn Beall, San Jose, CA, 1973; Fundamentals of Finance & Accounting, UCLA, Los Angeles, CA, 1974; Management and Ethics courses, Free Enterprise Institute, Los Angeles, CA, 1977-1981; Leadership Skills Development, Werner Erhard & Associates, 1985-1987; Conflict Management & Negotiation Skills, National Seminars Group, Atlanta, GA, 1991; Member, National Fire Protection Association, 1992; Member, Society of Plastics Engineers, 1993; Concurrent Engineering: Train the Facilitator, Institute for Competitive Design, Mackinac, MI, 1993; Member, American Management Association, 1994; Re-engineering Engineering, Visionary Design Systems, 1994; ISO 9000, Quality for American Communities, Atlanta, GA, 1994; Member, American Society of Mechanical Engineers since 1994; Failure Mode, Effect and Criticality Analysis, ASME, Philadelphia, PA, 1995; Essentials of New Product Development, Georgia Tech, 1996; Drugs Don't Work, Lawrenceville Chamber of Commerce, 1998; Current Issues in OSHA Compliance, Atlanta, GA, 1999; Understanding FDA Quality System Regulation, Stat-a-Matrix seminar, Los Angeles, 2001; Six Sigma Green Belt certification, Southern Polytechnic Institute, 2001; ISO-9001:2000 80 hours seminar training via Georgia Tech Center for International Standards & Quality (Lead Auditor certified), 2002; 124 hours seminar training in Nonviolent Communication with CNVC, 2003-2009; 30 hours training in Consent Circle Process with John Buck, 2007-2008.