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University's School of Industrial and Labor Relations. Winterfield has presented on many HR and management development topics, and co-authored more than a dozen online courses in these fields.

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tactical and strategic level. He has taught numerous PHR/SPHR certification classes under the auspices of the Society for Human Resource Management and is, himself, certified as a Senior Professional in Human Resource Management. He has

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managed small HR operations as well as large HR organizations. Dr. Phillips is on the faculty of Indiana University South Bend where he teaches graduate and undergraduate human resource classes. He has previously taught courses in training and development at

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