

Frank Navran
Founder and Principal Consultant
Navran Associates

Biography

Frank J. Navran is the founder and principal consultant of **Navran Associates** – an ethics and leadership consultancy that earned a reputation for innovative and effective ethics consulting, training and management systems starting in 1986. Navran Associates was put on hold in 1996 when Frank Navran opted to join the Ethics Resource Center as their lead consultant and trainer – a position he held for ten years.

RELEVANT EXPERIENCES

Principal Consultant, Ethics Resource Center Washington, DC - July 1996 – September 2004

- **Consulting** - Lead consultant on projects for US and international clients in federal, state and municipal government, multilateral organizations, finance, healthcare, pharmaceuticals, utilities, manufacturing, defense, communications, media, energy, mining, professional and membership associations, sales, education, technology, construction, heavy industry, hospitality and others.
- **Training** - Developed and delivered over fifty different ethics workshops ranging from a simple ethics overviews for employees, to extended ethics officer certification programs, to training for executive teams and boards of directors. Responsible for training ERC staff on ethics consulting and training content, skills and methodology.
- **Writing** – Wrote numerous articles and book chapters appearing in a variety of “non-academic” journals and publications from the *Wall Street Lawyer* to the *Washington Business Journal* to the ERC’s *Ethics Today* as well as serving on the editorial review committee of *Public Integrity*
- **Speaking** – Presented on organizational ethics at numerous conferences and conventions for a diverse group of clients ranging from the University of Virginia Conference on Bio-ethics, the National Conference of State Legislatures, the Conference Board of Canada , the US Federal Reserve Bank, the US Office of the Controller of the Currency, The Governor’s Office of New York and the First Conference on Organizational Ethics in the United Arab Emirates
- **Facilitation** - Facilitator of the ERC Fellows Program, and numerous corporate organizational events with a focus on strategic ethics initiatives for senior executives, managers and boards of directors
- **Highlights of domestic experiences** included being lead consultant on projects for and developing/delivering training to over fifty corporations, non-profit associations, federal, state and local governmental agencies
- **Highlights of international experiences** included acting as lead consultant in the formation and development of independent ethics centers in Turkey, South Africa, Colombia and the United Arab Emirates and performing other, ethics related work in Russia, Korea, Qatar, France, England, Hong, Kong, Nigeria and Germany.

President, Navran Associates, Atlanta, GA 1986–1996

- Lead consultant on projects related to ethics, leadership and service quality for over one hundred clients, worldwide
- Developed and delivered a curriculum of over forty ethics, leadership and service quality related workshops
- Published three books and over eighty articles and book chapters in a variety of “non-academic” journals and publications. Regularly featured in Executive Excellence
- Spoke at conferences and conventions for a diverse group of clients ranging from the National Conference on Applied Ethics to The annual meetings of the Positive Employee Practices institute and the International Customer Service Association
- Member of the Executive Committee of the National Conference on Applied Ethics (1993-1996)

Bell Labs, Southern Bell and BellSouth - Various locations

- **1982-86 – Internal Consultant** to BellSouth with focus on ethics, strategic planning and organizational development
- **1979-82 – Internal Consultant and Training Manager** at Southern Bell - Southeast Florida Area. First internal consultant in Southern Bell
- **1977-79 – Construction Manager** at Southern Bell – Southeast Florida
- **1972-77 – Training Manager and Assessment Center Director** for Georgia operations of Southern Bell
- **1969-72 – Educational Technologist** for Bell Labs – Holmdel, New Jersey – responsible for applied research in the use of technology to enhance adult learning

EDUCATION

University of Connecticut Storrs, CT 1965–1969

- B.A., Major - Political Science, Minor - Anthropology
- Graduated Cum Laude.

MILITARY EXPERIENCE

United States Air Force 1961–1965