



MIKE RAPER

DIRECTOR,
ORGANIZATIONAL ANALYTICS



PROFESSIONAL EXPERIENCE

Mike Raper is a research and evaluation professional with a focus on leadership development. He worked for 24 years at the Center for Creative Leadership, culminating in a position as Senior Evaluation Faculty and Global Administrator of the Qualtrics survey platform. In that role Mike designed surveys for leadership research, including discovery, end of program evaluation and post-program impact. Mike's philosophy of survey development is to understand what the "big questions" are, then work backwards from those to develop surveys that address those questions.

As Director for Organizational Analytics for Talent Dimensions, Mike oversees the development and deployment of a variety of surveys for clients. His research and analysis of this survey data results in answering key client questions that help Talent Dimensions inform the field in its areas of practice. He also develops reports and dashboards based on these survey outcomes that help the client to understand complex data quickly and accurately.

EDUCATION/CREDENTIALS

Mike is a US Army Veteran and received his MS in Research Methodology from the University of North Carolina at Greensboro with a concentration in evaluation and survey research. In addition, he has a BS in organizational psychology from Guilford College. Mike is certified in CCL's suite of 360-degree assessments, as well as certifications in Tableau (Desktop Professional) and the Qualtrics Survey Research Suite.

SPECIALTY AREAS

Mike's broad range of expertise includes additional competencies in the following areas:

- Survey Design
- Program Evaluation
- Statistical Analyses
- Quantitative and Qualitative methodology
- Data Visualization



800.577.6916

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