



Robert Spencer, Jr. Executive Consultant

Robert Spencer, Jr. is a management consultant and coach with over 20 years' executive experience in four Fortune 500 companies. He was Director of Inclusion and Leadership Planning with Entergy, managing enterprise-wide diversity initiatives, succession planning, workforce planning initiatives, talent acquisition, college recruiting, employee and leadership training and development. Robert began his professional career as a human resources consultant for Tenneco Gas Company. He then served as Vice President of Human Resources for Kelsey-Seybold, and among other roles Medical Clinic Chief Ethics and Compliance Officer with Compaq Computer Corporation.

Among his many successful projects, Robert led implementation of an incentive compensation program for a sales force in the natural gas business, created training and development initiatives with pre and post training assessments for a healthcare company, launched a global ethics and compliance program in the high-tech industry, and started a succession planning program for a utility company.

Robert's civic and volunteer activities include serving as Chairman of the New Orleans Workforce Investment Board, and Chairman for Jefferson RISE, a grade 6-12 charter school in Jefferson Parish. He was past President of the University of Houston-Downtown Alumni Association, an executive committee member of Houston Citizens Chamber of Commerce, President of the Board of Directors of Volunteer Houston, Board of Directors of the Native American Chamber of Commerce – Houston, Advisory Board Member for Dean's Professional Services, and Chairman of the City of Houston's Mayor's Affirmative Action Advisory Commission. Robert is an alumnus of Leadership Houston's Class XVII, United Way's Project Blueprint Class XXI, the Center for Houston's Future, the Texas Lyceum, and the New Orleans Regional Leadership Institute.

A native of Austin, Texas, Robert has a bachelor's degree in business from the University of Houston-Downtown, a master's degree in management from Texas A&M University, and a law degree from South Texas College of Law. His certifications include the Certificate in Human Capital and Effective Organizations from the University of Southern California's Center for Effective Organizations, and he is certified as a Harrison Assessments Solutions Consultant.



Executive Coach & Consultant

Robert is a leadership and organizational coach and consultant in the areas of:

- Leadership Development
- Coaching & Training
- Talent Management
- Diversity & Inclusion
- Ethics & Compliance