

Dr. Yaw Amponsah Adoo

Biography



Dr. Adoo is a proficient management professional with multidisciplinary skill sets covering collegiate instruction, and 10+ years of education, training, organizational leadership and professional development. His research interests focus on how employee work motivation and wellbeing are affected by organizational change and uncertain employment relations. The specific deliverables include job insecurity, organizational change, work-related stressors, coping, health outcomes, psychological climate, motivation and performance in contemporary working life, employee wellbeing, public health, internal marketing and workplace spirituality. Dr. Adoo was an Assistant Professor of Management at the College of Adult and Professional Programs (CAPP) at Shorter University, a private, coeducational, liberal arts university located in Rome, Georgia, United States. The Christian university was founded in 1873 and is historically affiliated with the Georgia Baptist Convention.

Currently, he is the founder and managing partner of Education & Management Consulting, LLC. (EMCLLC), <https://www.emcllc.expert> providing innovative organizational development and training consulting services and solutions to businesses and governments that need strategic edge. EMCLLC's mission is to empower organizations to achieve excellence by applying research-proven best practices and practical solutions to achieve satisfying results. EMCLLC is partnering with Ecole Thérèse Internationale, a successful Ghana-based privately-owned bilingual learning institution to realize its vision through curriculum delivery, learning expeditions, appreciation of culture, promotion of diversity, and leadership development (<https://ecoletherese.com/#partnerships>) Dr. Adoo continues to teach and currently serves as an online faculty member at the Southern New Hampshire University and at the Center for Excellence in Teaching and Learning at the University of the Virgin Islands. He is the host of [The Ability Project Podcast](#), a broadcast medium dedicated to sharing useful information and stories that lead to successful professional opportunities in life. The **"WHAT EMPLOYERS WANT"** series is currently airing now, with listening audiences in Antigua and Barbuda, Canada, Ghana, India, Italy, Kenya, Nigeria, Poland, Qatar, Rwanda, Singapore, St. Kitts and Nevis, Trinidad and Tobago, U.S., United Kingdom, and Zambia. The series guides new graduates to become quality professionals by strategically navigating realities never taught in college as they seek their careers and adjust to the new realities outside the walls of college campuses.

Concurrently, Dr. Adoo's work experience cover the following areas of expertise: Mentoring; Health Outcomes; Motivation & Performance; Leadership Skills; Strategic Planning; Conflict Management; Human Resource Management; International Markets; Operational Management; Diversity Training; Instruction; Curriculum Development; Contribution to Department Initiatives; Critical Thinking; Team Player Attitude; Communication skills; Timeliness; and Corporate Social Responsibility.

Dr. Adoo completed dissertation on academic community sample on the impact of perceived job insecurity on workplace spirituality, satisfaction, and commitment in times of long-term unemployment in July 2013. His study validated previous research and offered cutting-edge recommendations for future research on long-term unemployment. He worked as an intern at Allentown Health Bureau as a graduate student where he co-organized the American Cancer Society's (ACS) *"Let's Talk About It"* prostate health education program for African American men in the Lehigh Valley region organized jointly with the 100 Black Men of America, Inc. (100 BMOA). He has helped to utilize applied analytical methods and techniques to public health program analysis and research, particularly in the area of weight reduction among African American women for a thesis project and field experience that analyzed the prevalence of cardiovascular disease (CVD) status of African American women in Claiborne, Mississippi using PRECEDE-PROCEED model. Findings of the study are available to Mississippi State Department of Health. Dr. Adoo provided statistical

analysis to medical staff at St. Luke's Addiction Treatment Services Halfway Home in Allentown, Pennsylvania on patients' knowledge, perceptions of HIV/AIDS and its effects on society.

Dr. Adoo presented research paper completed at East Stroudsburg University of Pennsylvania (ESU), Office of Graduate Studies and Research at the 129th conference of American Public Health Association held in Atlanta, Georgia in October 2001. The link to the white paper can be found at: https://apha.confex.com/apha/129am/techprogram/paper_27003.htm.

He spoke at many functions and served as workshop presenter at several county conferences, universities and a neighborhood planning unit on public health topics. He communicated orally to perform public health advisory work in several capacities. Dr. Adoo was nominated as a Committee Member for former Georgia Governor Sonny Perdue's inaugural Rape Prevention Education Commission at a symposium sponsored by Kennesaw State University/A.L. Burruss Institute of Public Service and Research in 2008.

Dr. Adoo believes in corporate social responsibility. Dr. Adoo was featured in the second edition (Winter 2019) of *Obimanso* magazine, a catalog for Africans in the diaspora about their businesses, lifestyle and commitment to Africa. A copy of the magazine can be found at <https://lnkd.in/eVrJ338>. In December 2020, Dr. Adoo struck a corporate partnership with Fruitful-Land Academy, a 300-maximum seat capacity privately owned school that serves children between the ages of 3 and 15 in Gomoa Fetteh Kakraba in the Central Region of Ghana. A Memorandum of Understanding to provide scholarship assistance to pupils and offer free teacher training to boost quality education can be found in the press release link at <https://www.modernghana.com/news/1048103/education-management-consulting-llc-makes-drea.html>

Dr. Adoo published two articles that provided recommendations for public policy. The first was "*The 11th point plan Dr. Bawumia missed: A rejoinder to the 10-point plan for solving graduate youth unemployment in Ghana.*" The link to the article can be found at: <https://www.graphic.com.gh/business/business-news/the-11th-point-plan-dr-bawumia-missed-a-rejoinder-to-the-10-point-plan-for-solving-graduate-youth-unemployment-in-ghana.html>

The second article, "*Three metrics to ensure equal employment opportunities for persons with disabilities*" was a follow-up to the previous article. The link to the article can be found at: <https://www.modernghana.com/news/789994/three-metrics-to-ensure-equal-employment-opportunities-for-p.html>

In January 2017, Dr. Adoo was featured in the editorial section of *The Christian Index*, the nation's oldest continuously published religious newspaper entitled "*Shorter professor becomes part of national policy conversation in Ghana.*" The link to the article can be found at: <https://christianindex.org/shorter-professor-ghana-youth-unemployment/>.

His story gained international attention and was highlighted by Shorter University. The link below captured the story; <http://www.shorter.edu/news/shorter-university-professor-gains-spotlight-in-national-policy-conversation-in-ghana/>

He served as the 'Smoke-free Pennsylvania' liaison to numerous agencies in response to tobacco-related class action settlement awarded to the State of Pennsylvania. He has worked as a pro-bono public health consultant for various non-profit organizations by providing business management, accreditation, and social marketing services; administrative consultation, budget management, fundraising consultation, nonprofit

administration consulting, grants management consultation, resource allocation; customer, personal services. He was designated by Commission on Accreditation of Rehabilitation Facilities (CARF) as International Surveyor to serve underserved providers. He has also been nominated by developmental disabilities organizations in Georgia for the 2019 The Council on Quality and Leadership (CQLSM) Awards of Excellence for demonstrating excellence in the support of people with disabilities. Dr. Adoo was a frequent contributor to blog on public health prevention issues at NMP Information Services, an organization that provides online advertising, marketing, web site design, flyers, employment, networking, business resources, and children initiatives. Dr. Adoo has partnered (through membership) with organizations such as Southeastern Network of Youth and Family Services to advertise their programs through several blog mediums to create awareness, implementing their marketing campaigns and activities about their causes. Dr. Adoo has consulted for not-for-profit organization leaders and business managers and entrepreneurs by providing new findings for competitor's strategic edge. In his capacity, as Advisory Board member, he successfully influenced decisions to lobby for funding, deciding on strategic planning as well as involving persons served in committee development. He consulted as a developmental disability professional (DDP) and quality assurance expert for a community residential alternative (CRA) companies throughout Georgia.

Dr. Adoo is a member of the following associations and affiliations: Association for Talent Development (ATD); National Black MBA Association (Atlanta Chapter); Georgia Federation of Professional Health Educators; Georgia Public Health Association, Inc.; former Faculty Advisor, Westwood College School of Business; a candidate for US Public Health Service Commission Corps; Board President of A Lending Hand, Inc. and Pathway Christian Ministries, Inc; and Advisory Board Member, Young Adult Guidance Center, Inc. Dr. Adoo has volunteered for Books for Africa; March of Dimes Foundation; Habitat for Humanity; Neighborhood Planning Unit (NPU-G), and United Way of Metropolitan Atlanta.

Dr. Adoo is currently working on many projects, a few of which are listed. He is a frequent contributing writer to *INUA Magazine*, an online digital magazine celebrating and elevating black leadership, entrepreneurs, and advocacy across the world. The link to the white paper can be found at: <https://www.inuamagazine.com> Considering the conversation surrounding race equity, understanding and value, he is currently working with his team to publish a peer-reviewed research article in the *Journal of Police and Criminal Psychology* academic journal. He is supporting students in West Africa with quality education through *The Adoo Family Foundation*; and penning *Beyond a Good GPA*, the latest go-to book of guidance, information, instruction, and recommendations for graduates as they seek their careers and adjust to the new realities outside the walls of college campuses.

Dr. Adoo graduated from East Stroudsburg University of Pennsylvania with a BA in Economics, BS in Business Management, and an MPH in Community Health Education. He obtained his doctorate degree in business administration (DBA) from Argosy University/Atlanta's College of Business, an ACBSP-accredited program. He has been accepted to Northeastern University, College of Professional Studies in Boston, Massachusetts for the Master of Science in Regulatory Affairs for Drugs, Biologics, and Medical Devices (Strategic Regulatory Affairs).

Currently residing in Kennesaw, Georgia, he is happily married to his wife, Mrs. Naa Kleshie Adoo.