

Robert Barber, CHPC, CCIM, MBA
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Objective: Taking into account my 26 years of experience and education, I assist executives in reaching their full potential through assessment, coaching, measurement, and a focus on results. This is done through a well organized approach that is proven academically and scientifically through study and data by the Certified High Performance Institute.

Coaching Core Competencies

Executive Relationship Peer Building - People Strategy - Manufacturing and Industrial Experience - Quality Assurance Practices - High Performance Assessment and Strategy - Focused Accountability Techniques and Measurement - Team Environment Fostering - Self Awareness and Emotional Intelligence Practices - Organizational Design

HR, Executive Coaching, and Engineering Corporate Experience - 12 Years

Director of Human Resources FPL Energy (Now NextEra Energy)

- Responsible for overseeing a national team to execute the HR functions of hiring, termination, HR systems implementation, power plant start up (Wind, Solar, Hydro, Gas fired, and wood burning fuel sources, benefits, labor relations, labor negotiations
- Focused on developing executive coaching practices and performance strategy for all new plants and management teams in SVPs and Division Presidents.
- Grew from 2 states to 26 states in just 4 years and over 1,000 employees.

Human Resources Employee Relations Consultant NextEra Energy Trading

- Assisted the Director of HR in creating the organization from scratch.
- Coordinating the Organization Design strategy and then executing the strategy to hire all executives, energy traders, and back office.
- This included all compensation strategy, performance measures, installing industry people best practices.
- Coached division executives and assisted acceleration into the company culture.

Human Resources Benefits Consultant Florida Power & Light

- Responsible for overseeing the implementation of benefits plans for retirees and existing current employees.
- Analyzing current plans and recommending strategy for more efficient programs.

Project Engineer Florida Power & Light

- Project management and construction management experience as a Project Engineer for FloridaPower & Light
- Designed and managed construction of multi-million dollar transmission projects. This included the highest quality processes and procedures.
- Ensure the quality culture was in place as FPL was awarded the Deming Prize and also used Six Sigma practices.

Entrepreneurial Experience - 13 Years

Operating Principal and Real Estate Advisor - Commercial and Residential Real Estate Coastal Commercial Real Estate & Coastal Properties Group Florida LLC & Coastal Real Estate Auctions

- Achieved \$917 Million in sales in 2018 with 13 offices and 225 advisors.
- As one of 3 operating principles for our Luxury Residential and Commercial Investment firm and an affiliate of Christie's International Real Estate, I focused on strategies and marketing to grow the team, install performance systems and coaching, and execute marketing for our clients.
- That included ensuring clients received premier real estate consulting and marketing from the moment they walked in the door, setting strategy for the commercial division, hiring, training, and marketing the business. Responsibilities also included changing the residential culture to match the commercial.
- Coached a team of 5 commercial brokers on high performance and sales techniques.

Managing Partner - Accelerated Real Estate Services

- From scratch, started the largest real estate auction company in Tampa Bay during the downturn.
 - Conducted over 800 real estate auctions in 6 years for major banks and servicers.
 - Set strategy for expansion and executed day to day operations and Preferred Partner growth plan for Accelerated Real Estate Services (ARES) across Florida.
 - ARES was a full service real estate firm in both residential and commercial assets until we shelved the company to get back into retail sales as the market shifted.
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Volunteer Positions and Author

Authored Several Articles on LinkedIn

Book Author - Brand Story Believe - Moving from Silence

Book Author - New Book Due in 2019 - CEO Of Life For Life

Past Vice Chairman Global Networking Advisory Board CCIM Institute

Assisted with the strategic business planning initiatives surrounding global networking for the CCIMInstitute.

Past West Coast President 2009, 2011 CCIM Florida CCIM Chapter West Coast District

Responsible for the direction of the largest district of CCIMs in the state of Florida. Goals were to recruit and maintain membership, deliver the highest quality education events to recruits from all over the world, as well as promote the designation in the community.

Past Elder Bridgepoint Church

Assisted in developing and executing strategy to build an organization and team that is currently service over 4000 members on any given Sunday. This was all done in a 7 year period of time.

Current Board of Director - Sozo Children - Global Non-profit

providing homes and schooling for orphaned children in Uganda. In just under 10 years, currently caring for over 200 children.

Past Board of Director - Mission Increase - National Non-profit

Helped guide mission and vision that helps ministries grow. By partnering with givers and other non-profits, we help Christian ministries implement a biblical approach to strategic planning, fundraising, communications, and organizational implementations.

Education

Valley Forge Military College

University of Central Florida - Bachelor of Science in Electrical Engineering

University of Phoenix - Masters in Business Administration

Social Presence

Return On You investment (ROYI) Academy - www.royiacademy.com

LinkedIn ROYI Academy - <https://www.linkedin.com/company/royi-academy>

Facebook ROYI Academy - <https://www.facebook.com/royiacademy/>

Instagram ROYI Academy - <https://www.instagram.com/royiacademy/>

Podcast ROYI Academy - <https://www.royiacademy.com/Podcast>

Blog ROYI Academy - <https://www.royiacademy.com/blog>

LinkedIn Robert Barber - <https://www.linkedin.com/in/robertleebarber/>

Facebook Robert Barber - <https://www.facebook.com/robert.l.barber>

Instagram Robert Barber - <https://www.instagram.com/robertleebarber/>

Digital Mayor for NonProfit Chattanooga Web Series and Vlog - <https://www.noogalive.com/>

References Available Upon Request