



# Capelle Associates

INCORPORATED

Optimizing Organization Performance... By Design™

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## Bob Lavery

Bob Lavery manages our database, statistical analysis and research functions.

Bob's previous experience includes in-depth statistical analysis of complex situations. Before coming to Capelle Associates, Bob held a variety of positions, including operating his own research, statistics and data management company.

Bob received his BSc from the University of Toronto and his MSc from Western Ontario. He has a Ph.D. from Queen's University, and completed post-doctoral work at the University of California. He is author of several articles published in professional journals.

Capelle Associates Inc. is a Canadian-based international consulting firm that specializes in helping executives achieve improved organization performance through optimal organization design.

With 25 years of research and consulting experience, Capelle Associates helps its clients to link critical factors such as alignment of positions, accountabilities, people and tasks to better financial performance and improved employee and customer satisfaction.

For more information about Capelle Associates and organization design, email us at [info@capelleassociates.com](mailto:info@capelleassociates.com), or visit [www.capelleassociates.com](http://www.capelleassociates.com).