



Maxie Carpenter

[Principal @ The Leadership Consortium](#)

Maxie Carpenter is an independent consultant, author, and speaker, focused upon Leadership Character & Behavior and Organizational Culture, Structure & Function.

Maxie was formerly with Wal-Mart for 27 years, beginning in 1973 as a stock person and eventually attaining the positions of Assistant Manager, Store Manager, District Manager, Operations Coordinator for Walmart US, Director of HR & Talent Development for Walmart US, and retiring in 2000 as Vice President of HR & Talent Development for Walmart US.

He's pursued several interests, providing an expansive, experiential perspective to individuals and organizations across the country in the For Profit and Nonprofit sectors.

Maxie's taught as an Adjunct Professor in the Don Soderquist School of Business at John Brown University, and in the Sam Walton College of Business at the University of Arkansas. He was most recently Director of Operations for the Samaritan Community Center, the largest feeding nonprofit in the State, leaving this past December to focus on the areas noted herein.

His mentor, Sam Walton, with whom he directly and indirectly interacted over the course of his career, heavily influenced Maxie's perspective with the core of Servant Leadership.

Maxie's authored several publications, including *I Didn't Ask You to Dance! I Asked You to Talk: A common sense, humorous and at times, spiritual approach to communication in a world obsessed with political Correctness!* and *Managing Difficult People in the Workplace: A Practical Guide to Confronting Difficult People.*

Maxie is Certified as a Facilitator, Coach & Consultant to administer the *Merit Profile™*. This assessment measures an individual's character attitudes, beliefs and commitments over 10 Core Competencies to recognize opportunities for improving their **Personal Leadership Effectiveness**. The Merit Profile also improves the predictability of an organization's human capital decisions regarding culture, talent acquisition, employee development and employee retention initiatives.

Maxie's a member of the [National Association of Nonprofit Executives \(NANOE\)](#), as a *Certified Nonprofit Executive (CNE)*, *Certified Development Executive (CDE)* and *Certified Nonprofit Consultant (CNC)*. He's also a Senior Counselor with [Development Systems International \(DSI\)](#), counseling Nonprofits with raising Major Gifts.

Personal Leadership Effectiveness™

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