



Maxie Carpenter Principal

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

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 academic, nonprofit, corporate and small business communities. His focus has been on Organizational Structure and Function with an emphasis on Culture & Ethics and Senior Management Development in the area of Character and Behavior Assessment.

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 Nonprofit Consulting and Leadership Character & Behavior.

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 Authentic Leadership.

Maxie's authored several publications, including *Managing Difficult People in the Workplace: A Practical Guide to Confronting Difficult People* and *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!*

Maxie is the only professional in the state Certified as a Facilitator, Coach & Consultant to administer the *Merit Profile™*. This assessment measures an individual's character attitudes, beliefs and commitments over *ten primary leadership principles* in order to recognize opportunities for improving 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.



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