

## ***Dick Handshaw***

Past President, ISPI Charlotte, NC Chapter  
Learning Consultant and Speaker  
Founder and President – Handshaw, Inc.

Dick Handshaw is a pioneer in the e-learning field, with more than 30 years of experience as a learning and performance improvement professional. He began his career after graduate school at Indiana University in 1979. Dick created one of the very first applications of computer-based software simulation and interactive video to be used outside of a laboratory with a live audience of over 100 bank branches. In 1985, he founded Handshaw, Inc., a company that today is a leading provider and innovator in the design and development of learning services and solutions. Dick has served as a learning consultant for many large companies and organizations to help them establish an instructional design strategy, methodology, and practice. He also brought his expertise to the academic arena, holding adjunct teaching positions at the University of North Carolina at Charlotte and the University of South Carolina.

Dick continues to be a thought leader in the learning profession speaking at international conferences such as American Society for Training and Development (ASTD) and International Society for Performance Improvement (ISPI). He has started three ISPI chapters, and has been a chapter president for six years. He also has been a vice President of Programs for the Charlotte ASTD chapter for seven years. He has served his community as a Town Councilman and has served as a Director on two community bank boards for over ten years.