



Arthur Paton, Ph. D. – MIP Advisor



Dr. Paton is the visionary leader for learning and innovation, social media and mobile at Baxter Healthcare. He is a founding member of the Future of Learning group that works to define optimal future learning methods, models and tools in support of global performance needs. He is also past keynote presenter at global learning conferences in the US, Austria and the Netherlands. He received the Meckler Media Award for the first use of virtual reality to train global factory workers on new factory equipment and processes.

Dr. Paton has been improving human performance for over 30 years in technology, non-profit and startup companies. He was a founding member of Motorola University and directed the Motorola Knowledge Community Resource Office. In 23 years at Motorola, he improved the performance of managers supervising engineers that resulted in the largest reductions in product introduction cycle time in the history of the company. His experience includes directing learning for first-time managers, line managers and directors in a variety of functional roles as well as senior leaders in manufacturing, IT, engineering, R&D and Software.

At Motorola, Dr. Paton pioneered the use of MIP's Intellectual Capital Repository[®] and proprietary processes for “cloning” the decision-making processes of expert engineers. His flagship program at Motorola, the Innovation Leadership Institute, enabled over 120 leaders in engineering to adopt new innovation leadership competencies, create peer to peer dialogue teams to continuously refresh new behaviors and to establish methods that reduced the cycle time needed get a research result to market from 9½ years to 9 months.

Dr. Paton was a key member of the team that established the technical and management competency models and assessments for technical staff at Motorola. Methods used were benchmarked with Texas Instruments, United Technologies and Boeing. He also designed and implemented Motorola's program to provide field engineers in Europe with a mobile application to assist them in doing set top box installations, configuration and troubleshooting. The application was so successful that they gave it to their customer base.