



Thomas A. DeCoster, PhD



Tom DeCoster has been an instructor for the Indiana Hospital Association (IHA) Management Institute for more than twenty-five years. Dr. Tom has served as a seminar instructor for managers from more than 50 Indiana healthcare organizations. He was also a faculty member in the Graduate Program in Health Administration. Prior to his retirement from the Indiana University O'Neill School of Public and Environmental Affairs, Dr. Tom served as the Founding Director of the O'Neill Executive Education Program for more than 25 years.

Dr. Tom has conducted numerous seminars for IHA and affiliated organizations. Healthcare managers have found his subject matter content to be particularly practical and adaptable to their workplace. His seminars have consistently been assessed as "outstanding" by participants. As an O'Neill faculty member, Dr. Tom has been designated an outstanding teacher by his students on a number of occasions.

Dr. Tom's seminars focus on management and leadership styles, change leadership best practices, applied employee motivation, how to change organizational culture, and enhancing personal productivity. He is an active keynote speaker and has conducted seminars in Canada, China, Venezuela, Nigeria, Mexico, and the Dominican Republic. Outside of the classroom, he is frequently sought out to serve as a mentor to executives, managers, and former students across the U.S.