

Shaping the Corporate Culture™

“Ethics is a business process that can be used to shape, manage, improve, and change the culture of your organization!”



Dave Kinnear

has more than 32 years of experience in the high-technology business sector and is a sought after professional speaker.

His management experience is both extensive and diverse, covering several disciplines including:

- CEO mentor in affiliation with Vistage International, Inc.
- corporate governance and business ethics
- program management
- interim executive services
- cross-functional change management
- business process improvement
- business development



...a refreshing perspective providing clear messages and thoughtful insights.—

David Lamar; Senior Manager, NEC Electronics

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David B. Kinnear

Dave Kinnear is the founder and CEO of *dbkAssociates, Inc.*SM, a change management and business practices consulting firm to the Small and Mid-sized Enterprise (SME) community. Kinnear has more than 32 years of experience adding value at some of the world's largest semiconductor corporations including Toshiba America Electronic Components, Advanced Microdevices, Fairchild Semiconductor, and United Technologies. His career spans electronic design, application engineering, procurement management, sales and marketing management, business systems implementation and analysis, and operations.

Kinnear draws upon his wealth of experience in the high technology business sector, and keeps abreast of current business management through professional speaking, writing, and consulting with a wide variety of business entities in all economic sectors including not-for-profit corporations, industrial manufacturers, medical device manufacturers, and information technology corporations. He also is Vistage International, Inc. Group Chairman (formerly TEC International, Inc.) in Orange County.

Kinnear holds a Bachelor of Science degree in Electronics Engineering and is a Master of Business Administration. He is active in the Association of Professional Consultants (APC) and the Forum for Corporate Directors (FCD), a long-time member of the Institute of Electrical and Electronic Engineers (IEEE), sits on the board of the Southern California Region of the National Conference for Community and Justice (NCCJ), and sits on one other not-for-profit board as well as two for-profit boards.

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