



Joe DeSantis **Director of Communications**

Joe DeSantis has been ASE's Director of Communications since January of 2005. In that capacity, he is responsible for compiling, editing, and publishing **everythingpeople.™**, ASE's monthly magazine, and **everythingpeople.™ This Week!**, the society's weekly on-line newsletter. In addition, DeSantis coordinates the activities of ASE's marketing communications agency. DeSantis also conducts several public training programs, including Basic and Advanced Interviewing Skills, and Business Grammar, Proofreading, and Writing.

Joe joined the American Society of Employers in 1997 in the area of Organization Development. From that point until his most recent appointment, Joe was responsible for managing ASE's Management Assessment Center and conducting Employee Satisfaction Surveys.

Prior to joining ASE, Joe spent more than 20 years as Director of Human Resources in a small (150-200 employee) service and manufacturing firm, Ziebart International Corporation. He initiated the human resources function in that firm in the late 1970's. Over the years he handled everything from employee recruitment and screening, designing pay and benefit programs, writing employee handbooks and operating manuals, and designing and facilitating employee and management development programs. He developed and operated numerous training programs in both hard and soft-skill areas, including first-line supervisory skills, customer service skills, and interviewing skills at every level in the organization.

Joe's experience as a small-company human resources leader, and his ongoing interface with human resources managers and line employees in member organizations in his various roles with ASE, have given him a keen understanding of the employer-employee relationship.

DeSantis has a Master of Administration degree in Business Management and a Bachelor of Arts degree in English Literature.

