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**Hubert Glover**

President, CEO and Co-Founder of REDE, Inc.



Photo by Craig H. Hartley/Houston Business Journal

## Focus on Family Yields Small Business Success

**Hubert Glover - BGS 1980, Clark Atlanta University**

Patience, hard-work, great people who I have collaborated with, and doing my homework.” Those are the factors that Hubert Glover, president, CEO and co-founder of REDE, Inc., points to as keys to his business success.

With his 28 years of executive leadership, management consulting and operational management experience, Glover has effectively served corporate entities ranging from small business contractors to Fortune 500 commercial enterprises.

Prior to founding REDE, Glover served as president and CEO of PriceWaterhouseCoopers LLP’s Atlanta office. While there, Glover managed 200 employees and \$20 million in annual revenue. Glover has also worked in higher education, serving as a member of the business faculty at Clemson University, Howard University and Georgia State University.

Education has been a constant motivator for Glover, who received his

doctorate in accounting from Texas A&M in 1992.

“I think from childhood I have always had an insatiable thirst for knowledge,” said Glover, CMA, CIA and CPA. “I have always been a pursuer of information, and I think learning is a lifelong process.”

Glover attributes much of his current success to his varied experiences in the professional and educational arenas, and has found that the two different fields intertwine quite nicely.

“My professional experience has helped me to be effective in the classroom as well as in contributing to professional research,” he said. “At the same time the networks I have developed through my research have opened up doors and led to new professional opportunities.

“All of my business opportunities interact with one another. They have all been blended, interactive and integrated experiences.”

Glover’s background in education has influenced how he leads his company – taking more of an “educational approach” to management. “I try to educate my customers, and I try to educate my management team and my employees as well.”

With REDE, Glover heads an incredibly fast-growing company with 150 employees in seven states providing an array of professional and support services to a diverse list of clients in both the public and private sectors.

While still working full-time for other companies, Glover co-founded REDE in 1998 as “the proverbial started-at-home business,” he said. REDE was formed with a simple goal in mind – to earn enough extra income to help put his family members through college.

According to Glover, the importance of family is at the foundation of the company’s very core.

“R-E-D-E stands for family members,” he explained. “The co-founder’s name is Dr. Roni Glover and we have two kids and both of their middle initials are E and my middle initial is D,” so he explained that even the name itself was mixed with his love of family.

Tapping into the skills and knowledge that he had gathered from his professional experience within the business world, Glover used REDE as a vehicle to share his expertise with others. The company’s success has grown over time.

“It was something that if someone needed some consulting services, I would

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College of California where he earned his MBA, and graduated magna cum laude with a bachelor’s degree from San Francisco State University in business analysis and finance. He earned the invitation and became a lifetime member of Beta Gamma Sigma as a senior in 1998.

Woo’s excitement is apparent as his company makes plans to expand next year with a second location.

“We will definitely expand,” he said. “Right now we currently have one location in Silicon Valley but we are planning to open another location probably third quarter of next year.”

Future plans call for the company to expand into every major market.

With Woo’s drive, determination, competitive edge and emphasis on doing the right thing, there’s nothing stopping him from achieving those goals and more.

make myself available or a family member would make (him or herself) available," Glover said. "We would just provide some advice to small- to medium-sized businesses. Over time, and with the changing of the economy, we saw an opportunity to start pursuing some of the same advice that we were giving to other companies, so we pursued it."

Today, REDE provides outsourcing services that operate on the client's side – providing an array of support services in the areas of information technology, general administrative services and document management.

The company's client list includes CenterPoint Energy and the U.S. Department of Commerce. Another of REDE's clients, the National Aeronautics and Space Administration, recognized the company's efforts with the 2007 NASA Minority Contractor of the Year award.

In October 2007, Glover was honored by his alma mater, Texas A&M University. The school's Center for New Ventures and Entrepreneurship ranked REDE No. 1 on its annual Aggie 100 – a list of the 100 fastest-growing companies owned or operated by Texas A&M University graduates. The company has achieved a compound annual growth rate of 371.32 percent from 2004-06.

"This is my Oscar. I will cherish this the rest of my life," remarked Glover when accepting the award.

Despite his many successes, Glover remains grounded within his own core values.

"I don't do business unless it is based on integrity and honesty," he said. "It drives who I work with, the kind of people I employ, and it drives all of our behavior."

Glover's future plans for REDE mesh well with the company's original purpose.

"My exit strategy for REDE is to make it as successful as reasonably possible and hopefully translate it into selling the company and taking its value to launch a foundation to make sure future generations of my family can go to college," he said. "But it's also to start an external foundation that will help others who do not have the same resources that my children had."



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