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Paul has been an independent consultant since 1981 and since 1989, he has focused on facilitating collaborative work groups and helping in helping client organizations develop and sustain competencies using group decision support applications on the internet. Paul's facilitation style would be described as empowering and leading without directing, helping participants quickly overcome technophobia, and making work sessions highly productive and fun.

Some of Paul's client experience includes the National Aeronautic and Space Administration (NASA), GATX Corporation, Mc Donald's Corporation, Motorola, BP Amoco Corporation, Motiva Enterprises, U.S. Cellular Corporation and the State of Wisconsin. Paul is active in a number of professional organizations, including the Midwest Facilitators' Network (MFN), where he is a co-founder, director and webmaster. Paul is also a member of the Midwest Society of Professional Consultants (Program Committee Chair), the National Black MBA Association (Lifetime Member), the International Association of Facilitators and the American Management Association.

Paul has lectured and presented seminars on facilitation, group collaboration, people to people networking and other subjects for Graduate Business Schools including the University of Chicago, Loyola University, De Paul University, Illinois Institute of Technology, Illinois Benedictine University and the University of Wisconsin (Madison). He is a member of the Board of Advisors for Loyola University's Center for Information Management and Technology (CIMT). He has also been a lecturer in the Management Certificate Program of the University of Wisconsin Executive Education Program. Paul is an accomplished instructor of various types of ethnic folk dance and a caller of traditional American square and contra dance.

Paul is the founder and director of Ethnic Dance Chicago, a multi-ethnic group of people of all ages who enjoy the dances and music of many countries from around the world. He is co-director of the Door County Folk Festival, now in its 22nd year of operation as one of Midwest's most popular and enjoyable dance and music festivals.