

Areas of Expertise

Executive Focus™ Leadership Development

Executive Leadership: Strategic Alignment

Executive Leadership: Team Dynamics

Sales Leadership

Industries

Industrial Specialty Chemicals, Pharmaceuticals, Banking, Medical Device, Heavy Equipment, Financial Services, Food Retail, Industrial Equipment, Change Management and Leadership Consulting

Positions Held

Founding Principal – Precision Catalyst
Management consultancy – dedicated to helping senior leaders establish the critical links between their people, their customers, and business performance

Vice President – Senior Management Operating Committee, The Forum Corporation – Worldwide

Vice President - Quality
The Forum Corporation Worldwide

Vice President of Sales
The Forum Corporation North America

Marketing – IBM Corporation

Education / Certifications / Citations

Master of Arts in Communication, cum laude,
Wheaton Graduate School

Bachelor of Arts in Business Administration,
LeTourneau University

Certified in Over 40 Executive Programs and Processes –
Subject Areas: Strategy, Leadership, Business Climate, Change Management, Interpersonal Communication, Personal Effectiveness, Establishing Credibility, Influence, Effective Feedback, Executive Coaching, Collaboration, Sales Productivity, Teamwork, Mission / Vision / Values, 360° Feedback

Chairman's Award – Forum Worldwide

Salesperson of the Year – Forum North America

100% Sales Club – IBM Corporation

Region Sales Award – IBM Corporation

Speaking Engagements / Published Articles

Keynote Speaker: Fortune 500 Conference – Conducted Jointly by Fortune Magazine and Forum Worldwide;
Subject – Customer Focus and Organizational Change

Author: Creating Alignment™, A Path to Business Performance and Profitability!

Professional Experiences and Successes

Executive Focus™ - Leadership Development:

Developed and launched Executive Focus™, a comprehensive leadership framework that helps senior executives achieve: FOCUS – a clear understanding of their individual leadership strengths and improvement areas; URGENCY - a desire to build their personal leadership capability; STRATEGY – targeted personal leadership initiatives linked to both business and personal goals; ACCOUNTABILITY – a clear understanding of the what, when, and how of their individualized plan for business, professional, and personal leadership growth. Example engagements include the following:

- Internationally renowned executive – Health Care Industry. Esteemed for scientific expertise, this individual transitioned from the academic community to the for-profit business community. As executive coach worked to help this individual successfully bridge this culture gap; leveraging his clear and distinct leadership capabilities to the new operating environment.
- Senior manufacturing executive – Fortune 100 client. Noted for technical prowess and a “can do” orientation, this executive transitioned from a manufacturing operating role to a senior manufacturing leadership role. As executive coach, worked with this talented individual to gain insight, develop, and act upon the new skills required to lead in a highly complex manufacturing environment with multiple highly skilled constituency groups.
- Senior executive – Fortune 100 medical products client. A skilled scientist, this executive was promoted to a critical leadership role, guiding previous peers in the company's new product development and portfolio management process. Worked with this highly competent individual to establish new boundaries and successfully transition from peer to executive leader.

Executive Leadership – Strategic Alignment:

Developed and launched Creating Alignment™, a comprehensive executive leadership process that helps senior leaders substantially improve strategic focus, team alignment, and tactical success. Also used by senior executives to quickly assimilate into a new organization, Creating Alignment™ has frequently been deployed with leadership teams of both middle market and Fortune 500 companies. Example engagements include:

- Global Fortune 100 client - Health Care Industry. Facilitated cross division change management initiative to help redefine and optimize how new products are brought to market. As lead consultant, provided actionable insights into the organization's current and future state, strengths, weaknesses, opportunities, threats, short-term priorities, and recommendations to increase both the speed and efficiency of the new product development process.
- Fortune 100 medical products client. Defined, framed, and implemented a major transformation effort to establish clarity on the characteristics of a high-performance project management organization. Within a 90-day timeframe, provided actionable recommendations on roles, tools, processes, and attributes of a world class project management group. As follow-up, worked with the senior leadership team to bridge the gap between the organization's current state and desired future state.
- Formulated and implemented a major alignment initiative for the research and development arm of a Fortune 100 diversified manufacturing company. Completed in 75 days from start to finish, the results of this effort helped shape, clarify, and articulate an actionable roadmap that linked the leadership of the business growth platforms with the development teams tasked with innovating new products in support of long-term growth objectives.

Executive Leadership – Team Dynamics:

- Facilitated leadership team interaction with diverse group of scientists tasked with developing business plans addressing specific needs of the company's for-profit business units. Addressing role ambiguity that hampered the team's effectiveness over the previous eighteen months, this group received executive management approval – within 30 days of planning session – to proceed with all core operating plan recommendations.

Sales Leadership:

- Organizational change consulting firm; led division sales team to exceed all revenue and profitability targets during tenure as Vice President – Sales.
- As senior account executive grew client billings 40X over three-year time frame for global provider of executive leadership and sales development capability.
- Exceeded all sales targets for Fortune 50 provider of integrated business solutions involving computer hardware and software.