



John R. Boyle

CEO & Founder

John is an expert in the areas of C-level performance, business strategy, management structure, talent planning, strategic alignment, organization design and culture. And, during a career spanning 25 years as an executive and consultant, he has served executive management teams of several Fortune 50 companies in the technology, communications, software and consumer product industries.

John's roles have included: strategy alignment, organization design, change management, talent planning and executive development.

As the Chief Growth Officer and Senior Partner of The Clarion Group, John was responsible for the firm's business growth and core IP development. He was also responsible for consulting operations in the western U.S.

Earlier in his career, John led a nationwide initiative for the U.S. Department of Labor in which he and his team developed a software-based smart career-job matching system for state and Federal programs as well as for various applications in the private sector.

As a consultant, John has worked extensively with CEOs, executive groups and Boards in leading change by working collaboratively in both an advisory and consulting capacity.

John's experience enables him to work with executives on the "hard" aspects of their business planning and execution as well as the "soft" aspects concerning leadership, culture and team performance.

John has a B.A. in Psychology from Virginia Wesleyan College, an M.A. in Industrial-Organizational Psychology from Fairleigh Dickinson University, and a Ph.D. in Psychometrics from Fordham University.

He has served on the Advisory Board for the Future of Organization Development and as President of the Applied Psychometric Society. He is also a member of the Organization Design Forum, the Organization Development Network, and the Bay Area Organizational Development Network. In addition, he is an M.B.A. Mentor to the Albers School of Business.

Core Areas of Expertise:

- *Strategic Planning, Organization Design and Alignment*
- *Leadership & Culture Alignment*
- *CEO Succession and C-Level Advisory / Coaching*
- *Top Team Leadership and Performance Acceleration*
- *Board / Management Alignment*