

JOHN HIRSCH

Lominger International Associate John Hirsch is a principal in Guide Consulting, a leadership and organization effectiveness consulting firm that guides leaders in building sustainable talent. John partners with Master Associate Les Woller, also a principal with Guide.

The firm specializes in building the talent pipeline: creating organizational alignment, enhancing selection outcomes and accelerating leadership development.

Guide maps the way by facilitating management through a research-based action-learning process. Leaders define their organizational strategy to achieve long-term outcomes, determine the competencies for achieving them and learn to select and develop people to accomplish the required results.

Leadership engagements with Guide Consulting are based on Lominger competency model building, assessment, selection and development processes. Guide adds special value by applying tools with unique techniques: (1) minimally invasive assessments (self input only, or up to two others), (2) feedback reports geared to self-discovery, and (3) executive coaching for focused development that makes a real difference. Guides' executive coaching model changes behavior through double-loop learning.

John has 35+ years of business and organizational experience plus eight years in consulting. He was VP-Human Resources at two Fortune 500 divisions and a worldwide not-for-profit.

At National Gypsum Company, John was Corporate Director of Organization Planning and Management Development.

His consulting practice includes federal and local governments, government contractors and a diverse group of private businesses concentrating in medical and high-technology industries.

John typically works with senior managers to create the strategies and to plan for organizational acceptance and change. He often is retained to provide master training for HR in order to build new skills into the organization.

He is a frequent presenter at conferences speaking about the leading-edge practice of improving selection results and teaching people how to improve their ability to perform under first-time and changing conditions.

John holds a bachelor's degree in social science from the Honors College at Michigan State University, where he also earned an MLIR degree.

You can learn more about how you can improve your organization's effectiveness or enhance your leadership capabilities by contacting John via the Lominger International website at <http://www.lominger.com/> or at:

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