

## Les Woller

Lominger International Associate Les Woller is president of Woller & Associates Ltd., Inc., a leadership selection and development organization. Les works with businesses, NFP's, government agencies, and academic organizations. He specifically supports competency modeling efforts, executive assessments, 360 feedback, coaching, succession planning, HR and executive education sessions.

Les has worked internationally; leading retreats, participating in executive education events, facilitating meetings, and speaking at conferences. A "centerpiece" of his practice is the practical applications of research in behavioral learning and personal change.

Les has 37 years of experience in research, manufacturing, retail, healthcare, information technology, financial services and insurance business sectors. He has also worked extensively with international NFP's, NGO's, and governments.

Prior to starting his consulting practice he was vice president of human resource planning for Battelle Memorial Institute. Les was also with General Electric in the Medical and Chemical Group and was a chancellor of the International Water Academy in Oslo, Norway.

He consults with HR and line management within a wide variety of organizations and assignments.

Les has frequently evaluated internal and external candidates for key positions and has functioned in an advisory capacity to boards of directors and executive search firms in the CEO succession process. Les has performed board effectiveness evaluations; including individual board member feedback. Additionally he provides private executive assessment and coaching; he also offers selection process and 360 feedback training for line and HR professionals.

Les is one of the pioneers of the Learning From Experience interviewing process. This approach features evaluations of competencies and learning agility as the primary predictors of future performance. The LFE process is a "technology insertion" into existing selection systems and has greatly enhanced organizations capabilities to select top performers.

Les holds a bachelor of science degree in psychology from the University of Wisconsin. He is a past board member of the Human Resource Planning Society and a former chair of their professional development committee.

You can reach Les via the Lominger International website at [www.lominger.com](http://www.lominger.com) or at:

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