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## Education

- ◆ B.S., United States Military Academy at West Point
- ◆ M.S., Systems Management, University of Southern California
- ◆ M.S., Applied & Mathematical Statistics, College of Engineering, Rochester Institute of Technology
- ◆ M.B.A., Simon School of Business, University of Rochester
- ◆ M.B.B., Lean-6σ Master Black Belt, Villanova University
- ◆ Philosophy graduate studies (in-progress), Holy Apostles College

## Prior & Current Service

- ◆ Active in community organizations and youth group activities; former Big Brother
- ◆ Volunteer educator for emerging leaders
- ◆ Past board member of Aquinas College; Knights of Columbus; Rochester Area Veterans Council; West Point Society of Rochester, NY
- ◆ Enlisted in U.S. Army after high school, commissioned later as a Regular Army Officer serving in Airborne, Pathfinder and Mechanized Infantry assignments; served an additional seven years in the 42nd Infantry division, NY National Guard

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## Professional Summary

- ◆ Supports clients as an executive coach, organizational consultant and ethics educator for businesses, healthcare, government, nonprofits and undergraduate & graduate schools.
- ◆ Over 14,000 hours of experience in executive coaching and delivering leadership development programs to businesses and non-profits.
- ◆ Author of forthcoming book, *The Good Will Leader*; Q&A columnist, Leader Time® featured in Forbes, BizJournal, Upstart and other media channels.
- ◆ Extensive leadership experience in general management and executive assignments in the U.S. and Mexico with Xerox, Bausch & Lomb, and LF International. Tested in significant crises and turnaround situations.
- ◆ General management and senior level executive experience/roles as chief executive officer, chief operating officer, division president, chief learning & talent acquisition/development officer, managing director, general manager, plant manager, information technology manager, quality engineer. Led three successful lean transformations.
- ◆ Adjunct Professor of business ethics, Department of Philosophy at St John Fisher College (4 years); guest lecturer on leadership and ethics at Fuqua School of Business, Duke University (2007 to present) and other top MBA programs.
- ◆ Named to *2014 & 2015 Top 100 Thought Leaders in Trust* by Trust Across America.

## Practice Areas

- ◆ **EXECUTIVE COACHING:**
  - Deepening the capacity of C-level, president, and senior executives to lead, execute and perform
  - Developing newly promoted and high potential leaders for executive-level assignments
  - Helping leaders improve relationships and results
- ◆ **LEADERSHIP PROGRAMS:**
  - Good Will Leader program
  - Facilitating leadership retreats and board meetings
  - Executive leadership development programs
  - Leading in Crisis (Fuqua School at Duke University)
- ◆ **ORGANIZATIONAL PERFORMANCE:**
  - Increase Performance
  - Communications, trust, culture, strategy
  - Addressing conflicts and team dysfunctions
  - Foundational priorities for operational excellence
  - Succession planning, talent and team development
- ◆ **ETHICS EDUCATION:**
  - Organizational ethics/culture frameworks
  - Nature of Professionalism
  - Interactive ethics programs, including diagnostic tools, moral reasoning assessments and other tools