



John R. Anderson

PROVIDING HUMAN DEVELOPMENT LEADERSHIP TO COMPANIES, WORLDWIDE.

JOHN ANDERSON is a **Principal Partner** for **The Glowan Consulting Group**, a Southern California Human Development consulting company, known for its **L3 Leadership Development™** programs. As a Senior Business Consultant, Mr. Anderson helps global and domestic management teams adapt to today's rapidly-changing business environment by developing flexible business and corporate strategies, building healthy cultures, and increasing productivity and profitability.

As a student of human behavior for the past 20 years, Mr. Anderson has developed a number of workshop products and consulting interventions that enable individuals and teams to work more efficiently and productively. By working on strategic areas of the business, individuals and management teams are able to achieve a higher rate of success, both within their organizations and across their industries.

Mr. Anderson's substantial background includes general management and profit responsibility at the Chief Executive and Board level for high-tech companies. In addition, he has served as a director for four California corporations, a New York-based corporation, and a "not for profit" foundation in New York.

CREDENTIALS

John Anderson is the author of the book, *Running the Corporate Rapids*, (Xlibris, 2003) and has authored numerous articles for "Leadership Excellence," "Service & Sales Excellence," "Diversity Executive" and "Talent Management." In addition, he has served as a consultant and guest speaker on computer and industrial security for SRI International and The American Society of Industrial Security.

PERSONAL GIVING: THE POMONA VALLEY HARLEY OWNERS' GROUP

Each year, John and his 'brothers' and 'sisters' ride their hogs to help raise money for Santa Claus Inc., an Inland Empire charity that refurbishes used toys for underprivileged children through the school districts in the Greater Ontario area.



John R. Anderson, *Principal Partner*

ENDORSEMENTS

"I contracted with John Anderson for two multi-national corporations making substantial organizational changes and his expertise was essential to the success of those changes. When we had two recalcitrant leaders unwilling to accept or invoke the changes, John was an excellent coach, working with them until they were comfortable and able to continue to be excellent contributors. John has the knowledge to drive change and the versatility to help disparate personalities through the process of embracing change."

— Stan Scardino
Senior Vice President, Marketing
CollabWorks, Inc.

"John has been my executive coach and a trusted advisor since Oracle's Global Leadership Initiative started two years ago. A gentleman with profound wisdom, deep understanding of organizations and people dynamics, John has consistently provided 'quality of life' advice that was actionable at work and beyond setting him apart from other coaches."

— Dinesh Rathi
Senior Director, Product Management
Oracle

"John has been my executive coach at two dramatically different companies. John's depth of experience and skills in observation and analysis were key factors to success in each of these engagements. I have great respect for John's insight, experience and guidance and candor."

— Patty Giuntoli, *Area Director*
Scientific Networking Division,
Lawrence Berkeley National Laboratory, ESnet

CREATING LEADERS IN TODAY'S BUSINESS ENVIRONMENT

The Glowan Consulting Group was founded in 1993 on the premise that individuals and organizations need more than just pre-designed, prescribed "training" to meet their human development goals. Since then, Glowan has offered Leadership and Management Development services and products that take into account the entire individual. Its clients and training participants include companies from all over the world. Wherever the human potential exists, Glowan is there to foster the skills that are needed for a higher level of operational success.

LEADING-EDGE TOOLS TO PROVIDE ACHIEVABLE RESULTS

- ▲ **Glowan's flagship product is its L3 Leadership Learning™ Program**, now an industry standard, to help meet and exceed the demands of today's 24/7/365 global business environment. Readers of Glowan's L3 Leadership *State of Being* (published on "Change This") voted it one of the most popular leadership models for the Human Development industry.
- ▲ **Coaching:** Through our Executive Coaching program, managers and senior level executives receive one-on-one coaching to help them develop leadership and management skills.
- ▲ **The L3 Leadership Learning™** model takes into account the individual's career and personal life helping them achieve results towards personal mastery. Through this focused program, participants evolve to a higher level of participation which results in a higher level of engagement, retention and bottom-line success.
- ▲ **Total Life Leadership™:** By identifying individual skills that need work, then providing the necessary tools, individuals achieve a higher level of expertise and reduce their overall stress levels.
- ▲ **Cultivating Collaborative Advantage™:** By leveraging personnel across organizational boundaries, individuals achieve higher productivity with fewer resources.
- ▲ **Creating The Best Place To Work™:** This program enables client companies to build a healthier and more functional work environment resulting in increased employee engagement and reduced employee turnover.
- ▲ **Global Leadership Intelligence™** teaches participants the skills to manage and lead in a virtual, global environment.
- ▲ **Glowan Mentorship™:** Aimed at Human Resource professionals, this program helps them establish a functional, results-oriented mentorship program to use at their companies.
- ▲ **Making Meetings Work™:** With this popular program, teams learn how to manage and run positive and successful meetings.
- ▲ **The Team Table™:** This fun, team-building exercise for leadership teams involves a professional chef who oversees the preparation of a multi-course gourmet meal creating an intimate working relationship among team players.
- ▲ **Smart Skills™:** For those individuals who are unable to leave their desks, Glowan's online webinars help them establish and improve valuable core competencies.
- ▲ **Business Consulting:** Glowan offers highly-interactive, results-driven consulting for CEOs and leadership teams to help them grow their top and bottom lines.



GLOWAN™
The Glowan Consulting Group

ENDORSEMENTS

"John is the consummate executive and leadership expert. His previous experience at the executive level provides real world orientation to critical business challenges and how to solve them. An executive and leadership coach with solid credentials and extremely high integrity, he's helped me get high-performance results from my teams in large and small organizations."

— Michael Smart, *Principal*
Egris Solutions

"John's deep knowledge on the topics of leadership, high performing teams and workgroups, emotional intelligence and Smart Skills, coupled with his passion for helping others develop to their full potential, have exceeded my wildest dreams and expectations."

— Frank Catalfamo
Senior Director, Data Center Operations
Oracle

"Over the past 12 years I have found John's work to be consistent, reliable, and insightful. He brings over 40 years of experience as an Executive Coach and his ability to drill down to the underlying challenges make him a 'consultant's consultant.' I would highly recommend him for any project requiring leadership diagnostic skills."

— Richard Fincher, SPHR, GPHR
Senior Vice President, Human Resources
Syska Hennessy Group

"I have worked with John for years on a variety of projects spanning several workplace environments. One example—John implemented his L3 Leadership Development program, and combined with some targeted coaching, he provided an engineering management team with great tools and insights for improving organizational initiatives. John's deep experience with leadership and change management is excellent and I highly recommend him for both coaching and organization development needs."

— Tony Deblauwe
Director, Human Resources
Citrix, Inc.