



John is an award winning human resources & human capital executive with over 25 years of experience creating enduring and flexible solutions that enable organizations to create and maintain engaged employee populations, and achieve outstanding business results. John's human capital approaches are informed by a host of assignments beyond Human Resources, as he has held leadership positions in such diverse areas as Supply Chain Management, IT management, Plant Operations Management and Empowered Official under the International Traffic in Arms Regulation (ITAR).

John has held leadership positions at Cubic Corporation, Cobham Sensor Systems (formerly REMEC Defense), Kyocera America, Thomas and Betts, Sanford Burnham and Congoleum Corporation. His assignments in line positions allow him a unique and broad perspective of business systems and the integration points that create maximum value for the customer.

John creates strong cultures of organizational engagement wherein employees are willing to put forth discretionary effort because they understand their role and importance in creating value in a customer-centric environment. John believes that the strong employment brands are built from the inside out. This means that employees must be motivated, engaged and recommend their workplace as an employer of choice to their friends and relatives. In creating this environment, employers can then attract the best talent by marketing an external employment brand with great confidence.

John's Human Resources teams were awarded the Workplace Excellence Award by the San Diego Society of Human Resources (SDSHRM) in 2008 and 2010, and the National Business Research Award in 2009 for wholesale gains in employee engagement results.

John's publication credits include HR Magazine and Forefront Magazine, and his article "The Habits of Highly Successful HR Leaders" is the most viewed article in the history of Forefront. John graduated from Upsala College in East Orange New Jersey summa cum laude and was awarded the Upsala award for academic excellence.