

John McGuire, Ph.D.

## Bio Sketch

John's two decades of organizational experience across industries prior to joining *The Center for Creative Leadership* as a Senior Faculty Member led to the belief that most organizations require transforming leadership today in order to face daunting challenges tomorrow. At CCL he specializes in advancing leadership cultures as necessary to business transformation.

The leadership culture project's overarching research question has been: In what ways does leadership in organizations that attempt and sustain significant and meaningful change differ from that in organizations that attempt but do not sustain it? Key R&D projects include:

- Interdependent Leadership in Organizations: Six Case Studies. CCL Research Report no. 190
- Transformed Leadership Culture in Two Organizations: Case Studies in Achieving Interdependence
- Organizational Leadership Tool Kit: Created client discovery tools in leadership culture & strategy
- Leadership Culture Survey: Instrument in validation phase measures levels in the hierarchy of culture
- Culture Development Cycle: grounded theory/case studies revealed framework for culture development

Client work has been the foundation of all research and development work in the Organizational Leadership practice (previously named Connected Leadership). For the last six years this work has spanned industries with clients such as Abrasive Technology Inc., the Federal Reserve Bank, the U.S. Postal Service, Lenoir Memorial Hospital and many others. More recently the work continues to cross diverse industries and includes work with executive teams at KONE Elevators, Eli Lilly, The California Endowment and Bridgeway Capital

John holds Masters degrees from Harvard and Brandeis University. Keynote Speaker on request.