

Leadership and Executive Coaching Coach Profile



John Allison, Ph.D.

COACHING STATEMENT:

John grounds both his coaching and consulting work in Appreciative Inquiry. He works from the belief that every leader is unique and every challenge is unique. That said, he does underpin his work with strong theoretical knowledge of positive psychology, communication theory, and general systems theory. John spends focused time with potential clients up front to understand in-depth who that client is and what is important to them; what the client is trying to accomplish and what is their vision of what that might look like in their real world. To this end, he values meaningful and possibility focused inquiry above all...knowing that organizations and individuals grow in the direction they study. John works from the understanding that the nature of the work unfolds as he works in partnership with his clients. This natural unfolding exposes immediate opportunities for action and just-in-time results.

EDUCATION:

Ph.D., Health Services Administration, Columbia Pacific University
Ph.D (abd) Psychology, The Wright Institute
M.A. Urban Studies and Planning, Antioch College
B.A. History, University of California at Berkeley

AREAS OF SPECIAL FOCUS:

John has unique and distinctive value amongst the cadre of Leading Effect coaches. He is one of a handful of LE coaches who is both a proven executive coach, and is also a seasoned business management and strategy consultant. He has a strong specialty in the Human Resources function. John has a deep understanding of the formal practice of coaching; how it is applied with impact and strong methodology...and how it is differentiated from consulting. He is also adept and blending and combining the practices to maximize executive development needs. John specializes in strategy development and clarification, human resource and organizational transformation, and learning and development from strategy through implementation of blended solutions. He has the capacity to work with clients to gain a better and broader understanding of key competitive differentiators. Having served in a myriad of executive roles himself, he has "been there/done that" experience that is highly valued.

John has considerable experience coaching executive leaders seeking to: create and manage organizational vision and purpose; establish strategic direction; attract, build, and retain their leadership talent; plan and manage significant change and effective transitions; merge and integrate companies, departments and business units; and build systemic capacity for cross-functional/cross-organizational work

CAREER HISTORY:

John has had over 30 years experience in the health services, financial services, and energy industries. In addition to consulting in these and other industries, John has held executive positions in human resources, marketing, and line management. John retired at the end of 2004 from Mercer Consulting where he was a Principal and office practice leader in Mercer's HR operations consulting practice. He re-joined Mercer in 2002 from PriceWaterhouseCoopers, where he had served as a partner in the Human Capital Solutions practice. In recent years, John's consulting practice has focused on several mergers/acquisitions in human resource work process and systems and cultural integration. In his early career, John served as an Executive Director of community based mental health organizations. Leadership and fund raising were primary roles. John also spent ten years with Pacific Gas and Electric Company where he served in many roles, including: company psychologist, HR Manager, Communications Director, and Director of Planning. As a partner at PriceWaterhouseCoopers, John led Organizational Transformation Practice for Western Region Financial Services.

REPRESENTATIVE CLIENTS:

Amercian Electric Power	Global Entertainment Company	Toshiba
Healthnet	Tides Foundation and Tides Center	Farmers Insurance
Wells Fargo Bank	Toyota Financial Services	Albertsons
Jacobs Engineering	SoCal Gas Company	Watson Pharma

COACHING AND TRANSITION CONSULTING ASSIGNMENT EXAMPLES

John has served as an executive coach to many senior managers in conjunction with leading consulting work in HR, Finance, and IT. While the scope of his work usually includes consultation and advisement with SVPs, VPs, CFOs, COO, CEOs and senior managers; he also employs distinctive coaching practices and methodologies and can do so in a blended mix or stand alone manner.

CHANGE/TRANSITION WORK

- Leading the consulting effort at a \$11billion/yr health care company to transform the HR function to be more cost effective and to improve quality of service
- Leading the consulting team assisting post merger integration of the HR functions from two of the largest U.S. based banks into one national service delivery system
- Lead transformation advisor for HR and Finance transformation at a Fortune 50 global entertainment company
- Senior advisor to senior executives on transformation HR and Finance for a global engineering and construction firm.
- Leading an executive and employee development effort at a large electric utility. Results included designing and implementing a corporate institute chartered to be the focal point for organizational transformation and employee development. The training and organizational effectiveness components of the institute were key levers in the subsequent integration of subsidiaries.
- Working with the Chairman/CEO and senior leaders in a fast growing pharmaceuticals company to develop/implement a people development strategy and a management model to support it.
- Working with senior management as a key member of a consulting team charged with restructuring corporate center functions/systems and business unit organizations resulting from the merger of 5 companies into one.