

biography

“The Leader Hunter”



John Howman /S the Leader Hunter. As an entrepreneur, business, and community leader since 1983, John has led a variety of businesses—from professional service businesses to consumer products companies. John’s insight into people and his exceptional market analysis capabilities, combined with his business acumen and creativity, help create passionate, driven, and successful work teams. With over 20 years of experience in the IT industry, over 5 years in the consumer products industry, and 15 years as a CEO coach and board member, John helps businesses survive, improve, thrive, and ultimately... succeed!

John created Allied Consulting Group to assist small to mid-sized organizations overcome the barriers to growth, with an emphasis growth planning, leadership development and team alignment. Allied has a team that can assist organizations in transition or in need of interim leadership.

PROFESSIONAL SKILLS

- ◆ V2R Success Planning™
- ◆ Turnaround/Crisis Intervention
- ◆ Succession Planning
- ◆ Meeting Facilitation
- ◆ Corporate Anthropology™
- ◆ Predictive Index™ Behavioral Analysis
- ◆ The Leader Hunter™
- ◆ “Master of the Offsite”

PROFESSIONAL EXPERIENCE



The Leader Hunter™

John Howman has developed “The Leader Hunter” executive hiring process to help ensure organizations can create the best team possible. Rather than simply recruit candidates, “The Leader Hunter” uses its “Arrow” process to find executives that are a behavioral, cultural, and intellectual fit for the role required.

Allied Consulting Group, LLC. (ACG):

The mission of ACG is to ensure organizational success through strategy development, strategy execution, and ensuring the right members are on management teams.

V2R Success Planning™—Vision to Results Process

*We help leadership teams reach their full potential using the tools and techniques of “V2R Process”. While the output of the process is the **V2R Roadmap™**, the results come from leadership team alignment and clarity.*

Representative Clients

- \$1 Billion + Bank, with 2,000+ employees
- Value-added distributor that has grown 300% since working with John
- Fasted growing advertising agency in Midwest
- Chemical manufacturing company preparing for ownership transition
- Top branded organization in luxury yachting business
- \$200 Million multi-national manufacturing company
- Top 10 Mid-Market Investment Bank in United States

Corporate Anthropology™

John Howman has developed an exclusive process called “Corporate Anthropology™”. John conducts confidential interviews with members of a team designated by the client. In addition, each team member will receive an invitation to take the Predictive Index™ assessment. The result is a management report identifying areas of opportunity for strategy development, culture and fit for potential new team members.

Turnaround and Interim CEO/COO

- Focused on privately held and mid-sized enterprises
- For profit and non-profit
- Part-time or interim CEO/COO
- CEO coaching
- Team building
- Assist in bankruptcies and receiverships
- Evaluate and implement new enterprise and business systems
- Facilitate Strategic Planning
- Reorganization
- Work with banks and lenders

Vistage International:

The mission of Vistage (formerly TEC) is to increase the effectiveness and enhance the lives of CEO's. TEC was born in 1957 in Milwaukee, Wisconsin. Today, Vistage Wisconsin and Michigan boast a membership approaching 1000 CEOs and Presidents throughout these two states. Additionally, Vistage, has over 22,000 members throughout the world.

Group Chair, Vistage groups CE 06 & CE 20--2018 Northern Region Chair of the Year

The Computer Show with Ram and Rom:

“The Computer Show with Ram & Rom” was a nationally syndicated, call-in radio program aimed at home and business computer users that originated in Milwaukee, Wisconsin. Broadcasts were two hours on Saturday mornings. The Computer Show became the top-rated weekend program at WISN AM-1130. It was also the first Internet broadcast computer call-in program carried by Mark Cuban's Broadcast.com network.

Founder & Chairman--Allied Computer Group, Inc., Milwaukee, Wisconsin:

Founded Allied Computer Group in 1983 as a one-person computer sales company. Allied grew to become one of the largest computer sales and service organizations in the Midwest with over 350 employees and \$55MM in revenue at its peak. Allied was a pioneer in providing professional IT services on a billable basis. Personally worked with many business executives developing effective IT strategies during the Y2K era.

- Grew business from startup to \$60MM in 15 years
- Acquired franchise rights from Inacom, Inc. of Omaha, Nebraska
- Separated high-volume, low-margin distribution from higher margin professional services practice
- Developed the largest computer education business in Wisconsin
- Acquired, integrated and grew branch office in Appleton, Wisconsin
- Created unique hiring and recruiting system for IT professionals

EDUCATION

BS—Psychology, University of Wisconsin Milwaukee, May 1980

BOARD, PROFESSIONAL AND COMMUNITY ORGANIZATIONS

- Harken Yacht Equipment, Pewaukee, WI. ESOP Organization, Board of Directors 2021-present. Chairman of Compensation Committee, Nominating Committee
- Owner's Edge, Pewaukee, WI. ESOP Organization, Board of Directors, 2012-present.
Past Chairman of Compensation Committee
- Association of Corporate Growth, Wisconsin 2021-present
- Essential Industries, Inc. Advisory Board member, 2018--Present
- Lutheran Social Services of Wisconsin and Upper Michigan, **Past Chairman, Board of Directors**, Executive Committee, HUD board, 2011—2020
- Young Presidents Organization/World Presidents Organization (YPO), 1997 to present, 2009-2010 Education Chair, 2016 to 2018 **Central Region Network** Officer, Vice-Chair, Leadership Development Network
- Repete Corporation, Sussex, WI Private Company, Board of Advisors, 2010-2014
- Vistage member, speaker and Group Chair 1990—present
- Metropolitan Milwaukee Association of Commerce (MMAC) Board Member, 1998 to 2008
- Inacom Dealer Executive Council, Member and Board President, 1990—1996
- Compaq Dealer Executive Council Board Member, 1987—1992
- Children's Service Society of Wisconsin, Board Member 1998—2003
- Boys & Girls Clubs of Greater Milwaukee, Board Member 1996—2000
- Junior Achievement of Milwaukee, Board Member 1995—1999

PERSONAL

Married, two children, resident of Milwaukee WI & Prescott AZ. Dog lover, avid motorcyclist, non-profit supporter, photographer.



“I Love it when a Plan Comes Together”! (Quote from the TV show, The A-Team)

THE PATH FROM VISION TO RESULTS (V2R™)

I do not believe companies should engage in “Strategic Planning”. That well-worn and sometimes misused label just doesn’t adequately or accurately reflect the work that needs to be done or the work organizations need to do.

When we work with teams, I like to refer to our sessions as “Success Planning” with Accountabilities.” Why?

While establishing our strategy, long-term, and medium-term goals is absolutely essential, it’s *execution and accountability* that gets results. That’s why getting the right Planning Team in place with an effective meeting rhythm is so critical to the success of your organization and your planning effort -- whatever you choose to call it.

So, what is our V2R™ Success Planning with Accountabilities process?

Discover Our Values

Identify Our Core Values: These are observed values, not aspirational.

Find Our “Massive Transformative Purpose” (MTP)? This is highly aspirational.

Define Our Accountability Statement: This answers the question, “What is our definition of accountability”?

Hone Our Strategy

Strategic Anchors: What are our 2-3 unique competitive advantages?

Hedgehog: What is our passion, our ability, and our metric of financial success?

BHAG™: Our Big Harry Audacious Goal. What is our 10-Year S T R E T C H Goal? This should be highly inspirational.

Our 35-Word Strategy Statement: Everybody in the organization should know this.

Value Proposition: What is our Value Proposition and Brand Promise -- with a guarantee? Every one of our stakeholders (customers, suppliers, and employees) should know this.

Embrace 3-HAG™

What is our 3-HAG™ (Three-year, Highly achievable Goal) and how will we measure tracking towards success?

Dissect Execution and Establish Accountabilities

S.W.O.T.T. + (Strengths, Weaknesses, Opportunities, Threats, and Trends *plus* emerging strengths.): This provides guidance for building our initiatives and what we call “Rocks” (more to follow on Rocks). We need to be aware of not only threats, but trends as well. (*And everybody on the Team should read the Wall Street Journal daily*).

Issues: Leadership Teams must deal with real issues -- openly, honestly, and without defensiveness. Every meeting should have time for a prioritized issue discussion.

Annual Initiatives with an Annual Theme: Identify the 3-5 (never more than 5) key initiatives that must be achieved to meet organizational goals -- financial and nonfinancial. Typically, these will lead to the organization’s Rocks.

Team-Based Rocks: Every quarter the organization must develop 3-5 (never more than 5) Rocks, with a every single Rock owner-identified, with both start and completion dates. The Rock owner acts like a “Project Manager” for the Rock, creating a team and a plan to accomplish the Rock.

Individually-Assigned Rocks: Members of the Leadership Team may be assigned individual Rocks. These are action items and accountabilities that do not require multiple members of the team to accomplish

Meeting Rhythm

There is little to no chance of being successful if the Leadership Team does not religiously follow an effective meeting schedule. The format described by Patrick Lencioni in “Death by Meeting” is the best by far.

Daily Huddle	5-10 minutes	Share daily schedules and activities	<ul style="list-style-type: none"> • Don't sit down • Keep it administrative • Don't cancel even when someone can't be there
Weekly Tactical	45-90 minutes	Review weekly activities and metrics, and resolve tactical obstacles and issues	<ul style="list-style-type: none"> • Don't set agenda until after initial reporting • Postpone strategic discussions
Monthly Strategic	2-4 hours	Discuss, analyze, brainstorm, and decide upon critical issues affecting long-term success	<ul style="list-style-type: none"> • Limit to one or two topics • Prepare and do research • Engage in good conflict
Annual & Quarterly Offsite	2-Day annually 1-Day Quarterly	Review strategy, competitive landscape, industry trends, key personnel, and team development	<ul style="list-style-type: none"> • Get out of office • Focus on work; limit social activities • Don't overstructure or overburden the schedule

The Planning Team

Who *should* you ask to join your Planning Team? People who....

1. Can put organizational success ahead of their functional areas' success.
2. Possess critical thinking skills.
3. Can accept criticism and praise openly, without defensiveness, and deliver the same with honesty, sincerity, and integrity.
4. Accept, without promise of additional compensation, the additional required work.

How long should members be on the Planning Team? Of course, the CEO and CFO should be permanent members. All others should be offered 1-year, renewable terms. This eliminates the drama of rotating people on and off the Planning Team.

Effective Cascading Communication:

Communication is perhaps the most difficult, but the most important output of the planning process. The Leadership Team must speak with one voice about the Goals, Rocks and Accountabilities generated as a result of the planning process.

So let's break it down and do it..... When you break this all down and look at the parts, this process really is simple, yet amazingly effective. So maybe it's not the (tired and tortuous?) Strategic Planning you've experienced or read about elsewhere. So what? It's time to get started!

WHY HIRE THE LEADER HUNTER?

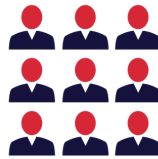
The Leader Hunter is founded by John R. Howman, an entrepreneur and advisor who's been making connections for a lifetime. John has connected singles with their lifelong partners, dogs with their forever families, and most importantly, capable leaders with high-performing teams.

John understands how important it is to match the right leader with the right role at the right organization, so the Leader Hunter takes a deeper dive into your organization to guarantee the right match.



OUR PROMISE

We guarantee success landing the right leader in the right role. If you terminate your new hire for cause within two years, we'll perform the next search at no cost. AND if you don't receive a 2-10X benefit from our service, we'll perform the next search at no cost.



OUR VALUES

We take the time to gain a deep understanding of your team before beginning a search. Our extensive market knowledge and network of candidates saves time and effort, minimizing the need for dozens of interviews conducted by the CEO and leadership team. We can also lend expertise on compensation, employment agreements, and psychology to further ensure you build your best team.



OUR FOCUS

We source senior professionals for C-Suite, Director, Sales, Human Capital, Finance, and Technology leadership roles. To find the best fit for your team, we assess behavioral, personality, and technical capabilities. We can also ensure you're set up for success in the long-term with succession planning for private and family-owned businesses.

THE RROW PROCESS

Alignment:

Meet with the CEO and executive team and conduct corporate anthropology.

Role Definition:

Meet with the executive team to properly define the new role.

Recruitment:

Utilize an extensive global network to identify multiple qualified candidates.

Onboarding and Coaching:

Work with newly hired executive in one-on-one coaching sessions for a minimum of 90-days.

Win-Win:

Reap the rewards of landing the right leader in the right role.

1

Commit to a timely decision.

Quality leaders are hard to find. We commit to only present qualified and well-vetted leaders. Your commitment is to make a timely hiring decision.

2

Commit to confidentiality.

Candidates for leadership roles must be treated with the utmost confidentiality. We ask you to refrain from contacting anyone in their network during the process.

3

Commit to supporting your new leader.

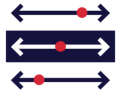
It's no secret that on occasion, new leaders meet resistance from their new teams. We'll perform one-on-one coaching sessions to help onboard and assimilate your incoming leader during their initial 3 months on the job. Your commitment is to work closely with them during onboarding and beyond.

SERVICES WE PROVIDE



Corporate Anthropology™

Before beginning a search, the Leader Hunter conducts a corporate anthropology session using a custom set of questions focused on culture, areas of opportunity, and gaps to be filled by the incoming leader. Gaining a deeper understanding of the organization and the existing team helps identify the best fit candidates.



Predictive Index™

The Leader Hunter is a certified Predictive Index™ partner. During the search, each candidate will complete the PI behavioral and cognitive assessment. Also administering the PI to the rest of the leadership team can help you uncover valuable individual and collective insights to help the entire team work better together.



Role Definition

Setting an incoming leader up for success requires role definition and clarity of expectations. In a half-day session with participants chosen by you, the Leader Hunter will help clearly articulate the leader's role, accountabilities, and key drivers of success.



Onboarding and Coaching

Assimilating a new leader can be tough. For more seamless onboarding and to ensure they hit the ground running, the Leader Hunter works one-on-one with your incoming leader in monthly coaching sessions and offers on-call availability to both the new hire and the CEO.



Strategic and Execution Planning

Streamlining your strategic planning and execution processes can help get—and keep—the entire leadership team on the same page. We use a method of simplified planning called Vision to Results (V2R) and offer facilitation of annual and quarterly planning sessions for your team.

INVESTMENT AND ROI

The Leader Hunter engagements are flat rate, which means we remain focused on finding the best fit for your organization—not the most expensive leader. We guarantee your investment will yield the right return. If you terminate your new hire for cause within two years, we'll perform the next search at no cost. AND if you don't receive a 2-10X benefit from our service, we'll perform the next search at no cost.

MEET JOHN HOWMAN

The Leader Hunter is founded by John Howman, an entrepreneur, advisor, and Vistage Chair. John understands the most important decisions (and mistakes) you'll ever make center on people. That's why investing in building the right team is the most important thing you can do as a business owner or CEO. As Steve Jobs once said, "The most important role for a CEO is to be a talent scout." When you engage the Leader Hunter, you gain a partner who will ensure you'll NEVER SETTLE for anyone but the best fit for your team.

