

17 July 2021

EDUCATION

- 1995 Ph.D. (Political Science) Maxwell School, Syracuse University
- 1991 MA (Political Science), Maxwell School, Syracuse University
- 1992 MPA, Maxwell School, Syracuse University
- 2002 MA (Strategic Studies), US Army War College
- 1996 Certificate in Leadership and Management, U. S. Army Command and General Staff College
- 1983 BA (Political Science), The Citadel, The Military College of South Carolina.

PROFESSIONAL EXPERIENCE:

- 2022 Selected to be first Senior Leadership Fellow, Furman University, Greenville SC
- 2021 Selected as first Professor of Leadership Practice, The Citadel, Charleston SC.
- 2020 Created Global Leadership Services, a full-service leadership consultancy.
- 2019 Selected to be Managing Director of Portfolio (Dean of (Online and Face to Face Delivery) Curriculum
- 2018 Embedded Assignment: Saudi Arabia as Project Director for Government Project
- 2017 Global Director, Custom Solutions, Greensboro NC/Shanghai PRC/Brussels BE/Singapore/India
- 2015 Temporary Assignment: India as Transition Manager for India
- 2015 Global Portfolio Director, Global Learning Products (Blended, Virtual, Face to Face)
- 2013 Director, Leadership Portfolio, CCL-EMEA, Brussels Belgium (with temporary assignments in Johannesburg South Africa)
- 2012 Executive Director, ATLANTIC HOPE Humanitarian Training and Disaster Simulation, Ft. Pierce FL
- 2008 Founding Director, Government Sector, Center for Creative Leadership, Greensboro NC
- 2008 Co-Founder, Consortium for Humanitarian Service and Education (www.humanitariantraining.org)
- 2006 Coaching Practice Leader, Center for Creative Leadership, Greensboro NC
- 2005 Deputy Director, Strategic Initiatives Group, Combined Forces Command, Afghanistan
- 2005 Senior Civilian Strategic Planner, Combined Forces Command-Afghanistan
- 2004 Dean, Strategic Planner, and Senior Army Instructor, Oak Ridge Military Academy, Oak Ridge, NC
- 2002 Professor, US Naval War College, Newport, RI
- 2001 Chief, Joint Implementation Commission, Kosovo Security Forces/US Army Europe/ Camp Bondsteel, Kosovo
- 1999 Armor Battalion Commander, US Army Europe/ Camp Monteith, Kosovo
- 1998 Computer Wargame Coordination Staff Officer, Bad Kreuznach, Germany
- 1996 Brigade Operations Officer, Ft Hood, Texas
- 1995 Battalion Operations Officer, Ft. Hood, Texas
- 1992 Assistant Professor, United States Military Academy, West Point, NY
- 1983 – 1990 Numerous other leadership positions, leading and managing units from 16 to 500 personnel

AREAS OF CONCENTRATION

- Emergency Services Leadership Development
- Public Sector Scholarship
- Executive Leadership
- Building Executive Teams
- Building leadership for technical skills
- Cross-cultural leadership
- E-Leadership learning and development
- Leadership Strategy and Organizational Leadership Planning
- Leadership within the Public Sector
- Public Administration/Bureaucratic Politics
- Understanding Mentorship and Creating Mentors
- Coaching/Mentoring Skills Development and Training

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REFERENCES

Major General Anthony Taguba, US Army (Retired) ttaguba@aol.com
Dr. Mark W. Corson, Northwest Missouri State University mcorson@nwmissouri.edu
Dr. David Altman, Center for Creative Leadership altmand@ccl.org

PROFESSIONAL COURSES

1994: Congressional Budgeting
1996: Graduate, Command and General Staff College, US Army
2001: Battalion Pre-Command Course, US Army Armor School
2003: Legislative Budgeting Certificate, Government Affairs Institute
2006: New Coach Orientation, Center for Creative Leadership
2007: Leadership Development Program, Center for Creative Leadership
2009: Organizational Workshop, Power Systems
2009: Strategic Leadership Program, Center for Creative Leadership
2015: Associate Certified Coach, International Coaching Federation
2016: Lead4Success, Center for Creative Leadership
2017: INS100 – INS700 Certification, FEMA
2018: Better Conversations Everyday, Center for Creative Leadership
2020: Leadership Network Diagram and Program, Network Associates.
2020: Leading Diversity, EDI Certification, Center for Creative Leadership

SUMMARY

Proven Emergency Services Strategic Leader, Coach, and Scholar (Independently, with US Government, and various universities):

- Working with Indian River State College, Northwest Missouri State University and the Center for Creative Leadership, led the creation of the Consortium for Humanitarian Service and Education. This all-volunteer organization plans, coordinates, runs and evaluates the largest full immersion, full spectrum disaster training and emergency preparedness simulations in the United States. Involving over 15 different colleges and universities and including more than 20 – 30 local emergency services districts, CHSE creates two to three HOPE exercises a year. Missouri Hope is in Maryville Missouri. NYHope is in Oriskany and Atlantic Hope takes place in various locations nationwide.
- When employed by the US Government overseas, pioneering strategic planner, program manager, and interagency operative. Created Strategic Working Group in Afghanistan, responsible for integrating strategic initiatives into various (national and international, governmental and non-profit) organizations' plans and directives.
- While a professor at the US Military Academy and US Naval War College, published scholar, focused towards studying leadership in large organizations and understanding of the interagency process (particularly in matrixed organizations). Dissertation topic represented an innovative approach to scholarship, methodology, and policy analysis.

Proven Senior Administrator/Leader:

- During COVID Crisis effectively led the global effort creating a full-spectrum digital portfolio, leading the pivot of an entire international enterprise from traditional face to face delivery to online experience. This included creating live-online synchronous and asynchronous content designs in less than five weeks. Pioneered entirely new agile processes to blend domestic and international design teams into generating over 60 brand new on-line curriculum assets. Resulted in sustaining revenue allowing the organization to remain viable during the pandemic.
- Selected by international executive team to build, lead, develop, organize and sustain the team responsible for maintaining a multi-million dollar digital and analog content portfolio across 12 global offices. Successfully began the integration of digital and analog curriculum to increase participation and revenue.
- Built and integrated a cross-functional international team of 15 internal and over 150 associate faculty, contributing to the corporate attainment of #4 in the world for executive education. Synchronized development, design, delivery, coaching and evaluations services into a highly effective, boundary spanning team of four offices in three regions serving over 100 countries. In two years, significantly improved faculty revenue generation (\$15.5M – 16.5M) and demonstrated quality (4.0 rating average to 4.3).
- Recruited by the Executive Team to recruit and build a dedicated government leadership development team, expanding reach from 12 week long programs a year to over 95 programs a year. Expanded government lives touched by 300%. In 4 years, increased revenue from \$1M/yr to over \$5M/yr.

Creative Full-Spectrum Public Policy Leader Curriculum Designer/Developer for Global, Federal and Local Govts.

- Trained design, delivery, and evaluation to public sector audiences in Africa (South Africa, Ethiopia, Angola, Togo, Tunisia, Zimbabwe), India (Lal Bahadur Shastri National Academy of Administration [LBSNAA]), and the Middle East (Kingdom of Saudi Arabia Institute for Public Administration), to include train the trainer and instruction on public sector leadership and professional education. <https://www.ccl.org/articles/white-papers/developing-leaders-in-the-public-sector-of-the-kingdom/>
- Conducted first full study of leadership needs for the Washington DC public sector. <http://docplayer.net/7154871-Creating-tomorrow-s-government-leaders.html>
- Developed CCL's first full-spectrum (blended, live, virtual) leadership education journey solution for the Export Import Bank of the United States. Presented in numerous global locations.
- Created, premiered, sustained, and managed a full-spectrum online catalogue of programs; the first for the organization. This included full taxonomy, categorization, and fulfillment of content demands for a top ten rated leadership institute.

Innovative Organizational Entrepreneur

- Innovated, organized, coordinated, and built one of the largest online leadership solutions repositories in the industry. In less than two weeks organized over 160 contributors to build 60+ synchronous, asynchronous, moderated, and Live Online programs, fully integrated across different modality architectures. Programs were revenue producing within 4 weeks.
- Created and developed and executed the largest sustained full immersion disaster simulation in the United States and effectively exported the model overseas. www.humanitariantraining.org.
- Intimate understanding of government market resulted in successfully exporting leadership programs and educational opportunities across federal agencies and around the world.

PUBLICATIONS:

- 2017: "Scaling Leadership Development for Maximum Impact," CCL Whitepaper with Jeff Howard, Mike Smith, Clemson Turregano, Samir Mehta, Sonia Allue de Barro.

- 2014: “Developing Leaders in the Public Sector of the Kingdom,” CCL Whitepaper with Emily Hoole, David Altman.
- 2012: “Delegation: How Effective Leaders Get Things Done,” CCL Guidebook, Center for Creative Leadership.
- 2010: “How to Keep Your Career On Track,” Military Comptroller, American Society of Military Comptrollers.
- 2010: “Using Film to Illustrate Different Perspectives,” with Belinda McFeeters, Leading Across Differences, Belinda McFeeters, Kelly Hannum, and Lize Booyesen, eds, Pfeiffer.
- 2008: “Humanitarian Disaster Relief Handbook,” Editor. Indian River State College, Ft. Pierce, FL.
- 2004: “Places of Unintended Consequences,” with Dr. Mark Corson, *GeoJournal*, Spring.
- 2003: “Trust, Bricks, and Mortar: KFOR and the Rebuilding of the Pones Schoolhouse,” Co-authored with Dr. Keith Brown, Watson Institute of International Studies, Brown University. Transacting Transition: The Micropolitics of Democracy Assistance in the Former Yugoslavia, Kumarian Press, 2006.
- 2003: “Insights on the Military-Media Relationship: Past, Present and...Future?” National Security Decision Making Department, Case Study Occasional Paper, US Naval War College, Newport Rhode Island,
- 2003: “The Challenge of Opportunity, Rebuilding Iraq, 2003.” National Security Decision Making Department, Case Study Occasional Paper, US Naval War College, Newport Rhode Island.
- 2003: “Answering the Call, the Emergence of the Department of Homeland Security,” National Security Decision Making Department, Case Study Occasional Paper, US Naval War College, Newport Rhode Island.
- 2003: “Flight of the Phoenix, The V-22 Story,” National Security Decision Making Department, Case Study Occasional Paper, US Naval War College, Newport Rhode Island.
- 2003: “Congress, the Constitution and National Security,” National Security Decision Making Department, Case Study Occasional Paper, US Naval War College, Newport Rhode Island.
- 2002: “Becoming the Ringmaster: Mastering the Three Ring Circus of the Strategic Environment,” Strategic Research Paper, US Army War College.
- 2002: “The Battle for the Pones Schoolhouse,” Personal Experience Monograph, US Army War College, 2002.
- 1995: “Inside the Offsite: Organizational Autonomy and the Department of the Army.” Ph.D. Dissertation, UMI.
- 1994: “From Paradigm to Paradigm Shift: The Military and Operations Other than War (With Ricky Waddell) *Journal of Politics*.
- 1990: “The Key to Maneuver,” *Armor Magazine*.

EXECUTIVE EDUCATION PROGRAMS DEVELOPED/DESIGNED/DELIVERED (*sampling, including Presentations*)

- 2023: Executive Strategic Thinking Excursions: London, Detroit, Buenos Aires, Dubai.
- 2023: Strategic Thinking, Acting, Influencing for DoD IBS DASD
- 2022: Better Mentoring Everyday: Tactical Officer Mentoring Certification program, The Citadel
- 2022: AISC full journey development program, from C-Suite to Mid Level managers.
- 2021: The PIVOT: Leading the Hybrid workplace.
- 2021: ACCELERATE: A hi-potential innovation program with action development activities.
- 2021: NAVIGATE, an organizational leadership development campaign for culture change.
- 2020: IGNITE and THRIVE, stairstepped, live online leadership development programs for a New Zealand firm.
- 2020: Led the agile process and creation for over 60 new products spanning the full spectrum of design and delivery.
- 2019: Digital Leadership for Managers, Saudi Telecom (Complete blended and immersion experience)
- 2019: Strategic Leadership Program, Saudi Telecom (Complete blended and immersion experience)
- 2018: Leading Administration and Administrators in the Kingdom (Complete Blended 40 hour Course Package)
- 2017: CCL Lead 4 Success (Facilitator Guide and Train the Trainer)
- 2017: CCL Lead4Success (Program, Train the Trainer) Shanghai, China; Johannesburg, South Africa; Addis Ababa, Ethiopia; Brussels, Belgium
- 2017: *Creating Comprehensive Corporate Change (C4) Shanghai, China*
- 2016: Leading Cross-Cultural Teams, Colgate Asian Leader Program, Shanghai China
- 2016: Building India’s Future Leaders, NHRD-Bangalore, Bangalore India

- 2016: *Collaborating to Innovate, Cognizant Technology, Gurgaon, India*
- 2016: GRI: Creating Executive Leaders, Singapore
- 2016: Collaborate to Innovate, Export-Import Bank of the United States, Washington DC
- 2016: Multi-tiered Digital Leadership Development, HRDF, Riyadh, Saudi Arabia
- 2016: *The Battle for Guilford Courthouse (APP), Smithfield Farms, Greensboro NC*
- 2015: *Creating Haldex Strategic Leaders, Valencia, Malta*
- 2015: African Leaders leading African Leaders: Ecobank, Lome, Togo.
- 2015: Creating the New Angolan Executive; CEOs, Angolan Government, Luanda, Angola
- 2014: *The Tigers of Bastogne, Saving the Town, Supreme Headquarters Allied Powers Europe, Mons Belgium*
- 2014: *Building Government Leaders for Saudi Arabia, Institute of Public Administration, Riyadh*
- 2014: Creating Ourselves Better, Olayan Group, Saudi Arabia
- 2014: Innovation and You, Deutsche Telekom, Cologne Germany
- 2014: *Understanding Change and Transition, Sperbank, St Petersburg Russia*
- 2014: A New Formula for Leadership, CEOs, Angolan Government ISEP.
- 2014: Creating the Leader in You, Wienerberger Corporation, Vienna Austria
- 2014: Leadership that Works, Raiffaisenbank International, Vienna Austria
- 2014: Building Leaders across Boundaries, Coca Cola Hellenic, Sofia Bulgaria
- 2013: Crossing Boundaries, Leading Others, Coca Cola Hellenic, Cypress
- 2012: Broadening Your Leadership Vision, US government Intelligence Community Client
- 2012: Advancing Leadership Excellence, US Government DoD Client
- 2012: *Creating a Shared Language of Leadership, Association of Training and Design, Denver, CO.*
- 2012: *Creating a Shared Language of Leadership, Association of Training Development, Minneapolis MN*
- 2011: *Keeping Your Career on Track: Annual meeting of the American Society of Military Comptrollers.*
- 2011: *Challenging Humanitarian Operations Leaders: Consortium on Humanitarian Service and Education, Indian River State College*
- 2011: *Leading with Authenticity through Change and Transition: Michigan State Business Owners Association, Michigan State University*
- 2010: Leading with Innovation: US Air Force Research Labs
- 2010: Strategic Organizational Boundary Spanning: US Forces Iraq, Baghdad Iraq
- 2010: Creating Leaders with Influence: Defense Acquisitions University, Huntsville Alabama
- 2010: Creating an Adaptive Civilian Workforce: US Army, Camp Atterbury, Indiana
- 2010: Transformative Leadership in Action: The Battle for Guilford Courthouse, Greensboro NC
- 2010: Developing Leaders for Humanitarian Operations; Consortium for Humanitarian Security and Education, Florida
- 2009: Adaptive FORCE Workshop: US Army, Ft. Riley Kansas
- 2009: Understanding Army Enterprise: US Army, University of NC: Chapel Hill
- 2009: Mentor/Leadership Skills Program: Food and Drug Administration, White Oak MD.
- 2009: Leadership Development Program: FORSCOM, US Army, Greensboro NC
- 2009: Creating Effective Mentors and Leaders: DRS Enterprises
- 2008: Senior/Future Leaders Program: Defense Manufacturing Firm, Greensboro NC
- 2008: Michigan K-12 Coaches Institute, Michigan State University, East Lansing Michigan
- 2007 – 1990: numerous political leadership programs for government and commercial audiences.

DIGITAL PRODUCT DEVELOPMENT:

- 2021: Developed Online Portfolio for New Zealand marketing company
- 2020: Developed entire portfolio of over 50+ online products in less than four weeks.
- 2019: CCL Leadership Accelerator Learning Platform development (Producer, author, innovator)
- 2018: CCL Workshop Kit: Delegation (Producer and Author)
- 2017: CCL Workshop Kit: Accountability (Assistant Editor)
- 2016: CCL e-course: Defining Leadership (Executive Producer)

- 2016: CCL on-line course: Front Line Leader Impact (with Apollo, Senior Content Consultant)
- 2016: CCL on-line course: Direction, Alignment, Commitment (with Nomadic, Senior Consultant)
- 2016: CCL Workshop Kit: Accountability (Executive Producer)
- 2016: CCL Workshop Kit: Step Up to Conflict (Producer and Author)
- 2016: CCL Workshop Kit: Influence: the Business of Getting things Done (Producer and Author)
- 2016: CCL Workshop Kit: Leadership Vision (Producer and Author)
- 2016: CCL Video Course: Innovation Leadership (Executive Producer and author)
- 2016: CCL Video Course: Learning Agility (Producer and author)
- 2016: CCL Workshop Kit: Feedback that Works (Producer and author)
- 2016: CCL Workshop Kit: Selling Your Ideas to Your Organization (Producer)
- 2016: CCL Workshop Kit: Boundary Spanning Leadership (Producer and Author)
- 2016: CCL e-Course: Boundary Spanning Leadership (Producer and Author)
- 2016: CCL e-course: Feedback that Works (Producer and Author)
- 2016: CCL e-course: Delegation (in development as author)
- 2015: The Battle for Guilford Courthouse APP

UNIVERSITY CURRICULUM DEVELOPMENT:

- 2022: LDRS713: Discovering the Leader in You: The Citadel, Charleston SC
- 2022: LDRS500: Introduction to Principled Leadership: The Citadel, Charleston SC
- 2002: EL618: Strategic Leadership: US Naval War College, Newport RI.
- 2002: Joint Professional Military Education Phase II Level Senior Course (s); National Security Decision Making: US Naval War College, Newport RI. (Includes Strategic Policy, Planning, and Leadership).
- 2002: Understanding Terrorism: Dickinson College, Carlisle PA.
- 2001: American Politics: University of Maryland University College, Urosevac Kosovo.
- 1993: SS361: Bureaucratic Politics: US Military Academy, West Point NY.
- 1992: SS202: American Legislative Process: US Military Academy.

FULL IMMERSION TECHNICAL EDUCATION EXPERIENCES

- 2003 – 2023: ATLANTIC HOPE Humanitarian Disaster Response Exercise (www.humanitariantraining.org)
- 2019, 2023: New York Hope Disaster Training Exercise
- 2014-2023: MISSOURI HOPE Disaster Response Exercise

CERTIFICATIONS:

- International Coaching Federation ACC Executive Coach Certification (currently under re-certification)
- Leadership Network Diagram and presentation.
- Certified on all CCL 360 Assessments
- Certified on Myers Briggs Type Indicator
- Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B)
- Change Style Indicator
- Work Place Big 5
- All Hogan Instruments
- Reina Trust Indicator
- Polarity Partnerships PACT
- Certified on the following CCL programs:
 - Lead 4 Success (Senior Certifier)
 - Better Conversations Everyday
 - Leadership Development Program
 - Coaching for Human Relations Professionals
 - Coaching for Greater Effectiveness
 - Strategic Leadership Program
 - Driving Innovation Leadership
 - Navigating Change
 - Managing Leadership
 - Foundations of Leadership
 - Assessment Certification Workshop
 - Numerous custom certifications

AWARDS

- US Naval War College *Cum Laude* Award for Teaching
- Legion of Merit
- Meritorious Service Medal (3 Oak Leaf Clusters)
- Army Commendation Medal (2 Oak Leaf Clusters)
- Army Achievement Award
- National Defense Service Ribbon
- Global War on Terrorism Ribbon
- NATO Medal (Kosovo)
- Army Service Ribbon
- Airborne Parachutist Badge
- Expert Infantry Badge (awarded, not worn)
- Expert Gunnery Badge, Tank (M1A1 Abrams).

ASSOCIATIONS

- US Army War College Alumni Association (Life Member)
- The Citadel Alumni Association (Life Member)
- Association of the United States Army (Life Member)
- Military Officer's Association of America (Life Member)
- Consortium of Humanitarian Service and Education (Founding Member)
- Rotary Club International (Paul Harris Fellow)
- American Society of Training and Design
- Boy Scouts of America

PERSONAL: Married 36 years to Susan Tisdale of Spartanburg SC. Two sons, Captain John Morgan Turregano, USAF; Nathan Turregano. I enjoy travel, time in nature, stand up paddle boarding, public speaking, reading, and developing historical tours.