

LEADERSHIP & WORKFORCE DEVELOPMENT

Capability Profile

Practical workshops, management development programs, and facilitated learning experiences that strengthen leadership performance, workforce capability, and career resilience.

For mid-career professionals, managers, emerging leaders, and experienced leaders navigating growth, change, and increasing responsibility.

JOHN ST. JOHN, MBA, PMP, PHR

Southern California | Virtual and Select On-Site Engagements
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DISCUSS AN UPCOMING PROGRAM

Core Engagements

Practical Workshops Focused learning addressing a defined leadership, workforce, team, or career-development need.	Facilitated Experiences Interactive leadership and team sessions supporting alignment, accountability, communication, and change.
Management Development Programs Multi-session learning experiences for supervisors, managers, emerging leaders, and experienced leaders.	Conference & Association Programs Keynotes, breakouts, and professional-development sessions designed for immediate application.

Program Focus

- Leadership communication, coaching, feedback, and accountability
- Manager fundamentals, delegation, employee development, and performance conversations
- Team alignment, collaboration, conflict management, and change readiness
- Workforce capability, internal mobility, mid-career growth, and career resilience
- Leadership academies, recurring development programs, and facilitated organizational learning

Industry Experience

Experience across complex organizations allows programs to be shaped around the language, operating realities, and workforce needs of the buyer's environment.

INDUSTRY	SELECTED WORK & PROJECTS	ORGANIZATIONAL EXAMPLES
Healthcare & Health Services	Leadership academies, executive and manager development, workforce readiness, strategic HR partnership, performance improvement, and team alignment.	Kaiser Permanente; Sutter Health; LifeBridge Health
Financial Services, FinTech & Investing	Executive development, succession readiness, leadership calibration, workforce-risk analysis, HCM transformation, and organizational alignment.	T. Rowe Price; enterprise financial services environments
Technology, Software & HCM	Enterprise HCM transformation, stakeholder alignment, adoption readiness, cross-functional governance, risk management, and manager enablement.	Dayforce, Apex Systems, LeadStack; technology implementation environments
Government & Public Sector	Leadership development, workforce training, organizational learning, culture change, performance management, competency development, and executive coaching.	FAA; HHS; CalPERS; California Board of Equalization; City of Tacoma
Education & University Instruction	University instruction, contract education, leadership facilitation, curriculum development, learning measurement, and multi-month leadership academies.	University of Phoenix; Los Rios CCD; Prince George's Community College
Manufacturing & Medical Devices	Leadership academies, supervisor development, team alignment, culture integration, performance support, and workforce capability development.	Volcano Corporation; Stericycle; production and distribution environments
Energy & Utilities	Competency frameworks, management guidelines, learning application and measurement, performance-gap tools, and workforce capability systems.	California ISO
Retail & Consumer Services	Executive development, leadership readiness, HR management, communication, operational alignment, and manager development.	Walmart: distributed retail and service operations
Telecommunications & Satellite Services	Regional HR leadership, coaching, talent acquisition, leadership development, workforce support, and multi-state operating alignment.	DISH Network; SeaTel
Professional, HR & Association Services	Leadership workshops, workforce-development courses, employer education, HR transformation, facilitated learning, consulting, and professional-development programs.	California Employers Association; consulting and association partners

Experience reflects work performed through employment, consulting, subcontracting, facilitation, teaching, and project-based engagements.

Selected Organizations and Environments

Kaiser Permanente, Sutter Health, LifeBridge Health, T. Rowe Price, Dayforce, Walmart, Federal Aviation Administration, U.S. Department of Health and Human Services, CalPERS, California Board of Equalization, California ISO, University of Phoenix, Stericycle, Ricoh/IKON, and DISH Network.

Selected Project Evidence

Enterprise Leadership & Manager Development

Designed and delivered leadership academies, management essentials programs, supervisor development, executive coaching, and manager support systems across healthcare, public-sector, education, retail, and commercial environments.

Workforce Readiness & Organizational Alignment

Led readiness, adoption, stakeholder alignment, governance, communication planning, and dependency management across enterprise HCM and organizational transformation initiatives.

Performance & Capability Systems

Developed performance-management solutions, competency frameworks, gap-analysis tools, learning applications, and measurement systems, and manager guidance supporting more consistent workforce decisions.

Team & Culture Facilitation

Facilitated high-energy team-building, culture integration, leadership alignment, and organizational-change sessions using applied exercises, guided discussion, scenarios, and LEGO® Serious Play®.

Career Resilience & Leadership Positioning

Supported mid-career through executive professionals with performance restructuring, promotion readiness, leadership communication, professional positioning, and career-risk management.

Selected Outcomes

- Delivered \$500K+ in leadership development, organizational effectiveness, workforce readiness, and enterprise learning initiatives through a founder-led consulting practice.
- Designed leadership academies and manager-development programs reaching hundreds of supervisors, managers, senior leaders, and executives.
- Reduced manager time-to-readiness by 67% through redesigned enterprise management-development support.
- Supported employee engagement improvement of 25%+ and retention improvement of 20% within a complex healthcare environment.
- Governed concurrent \$1.5M HCM transformation initiatives with 90%+ on-time/on-budget performance.
- Built a tailored five-month leadership academy that produced measurable skill-application gains and contributed to a 300% budget authorization increase.
- Identified enterprise learning and leadership gaps across 50+ decentralized training entities and 500+ business and leadership programs.
- Created competency and performance-management systems that improved measurement quality and reduced unnecessary program costs.

Delivery Approach

Clarify

Define the audience, business context, desired behavior or performance outcome, delivery format, and constraints.

Customize

Adapt proven content, examples, scenarios, exercises, and tools to fit the organization's environment.

Facilitate

Create an applied learning experience that respects participant knowledge and moves the conversation toward action.

Reinforce

Provide concise job aids, recommendations, follow-up resources, or optional support requested by the client.

About John St. John

John St. John, MBA, PMP, PHR, is a leadership and workforce-development practitioner with more than 20 years of experience improving leadership execution, workforce readiness, organizational alignment, and learning effectiveness across healthcare, technology, financial services, retail, manufacturing, energy, education, defense, and public-sector environments.

His work has included strategic HR partnership, leadership academies, management development, executive coaching, enterprise learning strategy, performance-management systems, organizational diagnostics, HCM transformation, team facilitation, and career resilience. He has served as a founder, consultant, senior HR business partner, senior project manager, learning advisor, facilitator, and adjunct university professor.

Credentials & Applied Methods

- MBA - Marketing
- Project Management Professional (PMP)
- Professional in Human Resources (PHR)
- Career Coaching and Corporate Recruiting certifications
- DISC Certified; experienced debriefing MBTI, CliftonStrengths®, and leadership assessments
- LEGO® Serious Play® Facilitator
- Virtual, on-site, and blended learning delivery

Engagement Principles

- Use buyer-recognized language and address practical annual development needs.
- Keep engagements appropriately sized, outcome-focused, and easy to sponsor.
- Design for participation and application rather than a prolonged lecture.
- Offer deeper assessment, coaching, or advisory support only when requested.

Plan an Upcoming Program

Programs may be delivered as virtual or on-site workshops, conference sessions, facilitated leadership or team experiences, and recurring management-development series.

Good-Fit Conversations

- An annual leadership or manager-development calendar needs a practical program.
- A conference or association needs an experienced facilitator or speaker.
- A team needs alignment, communication, accountability, or change support.
- Mid-career professionals or leaders need greater resilience, mobility, and growth readiness.
- An existing workshop or academy needs a refreshed design, facilitation, or reinforcement.

Contact

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CareerO² helps organizations strengthen leadership performance, workforce capability, and career resilience through practical learning experiences.