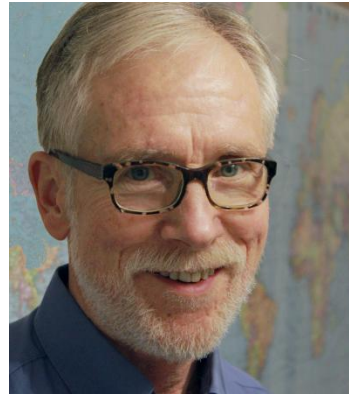


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I've been a working designer and consultant for 43 years, ten years as internal consultant and the remainder external.

The clients, over 135 organizations, include Walgreens, Abbott and ConocoPhillips. Creative non-profits and diverse government agencies often push innovation farther. Among the most radical experimenters: Working Bikes and Sacred Spaces International, the US Air Traffic Controllers (!), Motorola and a branch of Scotland's government.

I've done over 400 designs of many things and processes, including many bad ones. I ended up designing over a dozen tools that combine, twist or sometimes contradict the iconic tools of leadership, design and change. What works is "simpler." I'm striving to capture the "simplicity" of a Leadership Operating System in a book, The Business Innovation Kit.

A degree in Industrial Design (U of Illinois at Urbana) drilled highly creative "systemic" approaches, but deeper humanity came from the MS in Organization Development (George Williams).

Teaching in nine graduate schools let me experience amazingly different approaches to "learning." For example, Benedictine University's OD program, Lake Forest, and the University of Chicago all do "leadership" quite differently!

Some of my best learning now comes from being an evaluator. For 14 years, I've been a judge and reviewer in ADT's Excellence in Practice and BEST awards, and in the OD Network of Chicago's Impact Awards. I get to see what today's global "winners" do differently from the runner-ups.