



JOHN P. SCHUSTER

Kansas City, Missouri
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John P. Schuster is an author, executive coach, CEO mentor, consultant and facilitator. He is sought by established corporations, government, nonprofits and entrepreneurs for his Executive Leadership expertise and knowledge. He founded his business, The Schuster Kane Alliance, Inc., in 1982.

Professional Expertise/Services

In addition to coaching executives and CEOs, John serves as a faculty member for the coaching certification programs run by both Columbia University and the Hudson Institute of Santa Barbara. He is also adjunct faculty for the MBA Leadership program at Rockhurst University in Kansas City, Missouri. He is a shareholder and mentor with Merryck and Co., the CEO mentoring firm now establishing itself in the United States and the New York metro region, after several years of operation in the UK and Australia. His company, The Schuster Kane Alliance, Inc., specializes in coaching, leadership training, and financial acumen through its business simulation Profit and Cash®, which was developed to support financial and business know-how in the workplace and has been translated into Spanish, French, Portuguese, Mandarin and additional European languages. His firm pioneered the open-book management practices that tie to balanced scorecard work.

Prior to starting his business, John was the Director of Human Resources for the U.S. Environmental Protection Agency KC, Chicago and Washington, D.C. He has been voted trainer of the year by the Kansas City chapter of the American Society of Training and Development and was a chairman for The Executive Committee, a peer-learning group for CEOs, in both Kansas City and Cincinnati.

John is the author of the several books, including *The Power of Open-book Management* (1996) and *The Open-Book Management Fieldbook* (1998; John Wiley & Sons, published in 4 languages), *Answering Your Call: A Guide to Living Your Deepest Purpose* (2003; Berrett-Koehler, published in 3 languages), *Hum-Drum to Hot-Diggity* (now in its third edition; Steadfast Publishers). He is the freelance author of some 70 articles, published in journals such as the *Washington Post* and *Training* magazine. He was most recently published in *The American Business Management Journal*, 2007.

Recent Coaching Assignments

- Head of Innovation for a large animal products company to ensure that the innovation process was executed with the largest possibility for customers and the culture of innovation needed for the long term
- COO of a large brokerage needed to mature into his role as leader, an accomplished thinker but too fast without enough focus and ultimately confusing for his team and operation
- A new CEO of an international manufacturing division, not yet a force for his company and especially the executive council of other CEOs, with a big gap in talent management
- CFO of a large telecom, overseeing billions in capital costs, and a weak

people manager and coach, in spite of great assets on the technical and operational side

- Executive Director of a foundation with a staff revolt on her hands and an abrasive style that needed much work for short-term and long-term effectiveness
- Treasurer of a Fortune 20 Company needing to restructure the balance sheet of the company while maintaining morale in a company that was losing money and talent
- COO of a global energy company needed to restructure the business and align the operation with the stated strategy of efficiencies and new direction into sequestration and carbon offsets

Career History

The Schuster Kane Alliance, Inc.

Founder and Co-Owner

Provides leadership development services in the areas of executive coaching, executive team development, strategic planning, and financial acumen for businesses.

U.S. Environmental Protection Agency (1975-1982)

Began as management intern. In seven years, served in the Washington D.C., Chicago and Kansas City Regions and became the head of human resources for EPA Region 7 in Kansas City.

Early career in teaching and social service (1970-1976)

Taught in the inner city of Chicago at an alternative high school, did a year of volunteer work in campus ministry at the University of Missouri, Kansas City, and worked to keep teens out of the juvenile justice system in a racially mixed neighborhood in Cincinnati.

Education and Professional Affiliations

- **Xavier University, Cincinnati, OH**
BA in English
- **Xavier University, Cincinnati, OH**
MA in English
- **Hudson Institute of Santa Barbara**
Certified Coach
- **International Coach Federation**
PCC Certification MCC pending