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**John C. Howes, Ph.D.**, currently holds an Executive Managing Consultant role within IBM (formerly Kenexa). Leveraging his talent and experience, he focuses on improving individual, team and organizational effectiveness in a wide variety of companies. Some examples are Alaska Airlines Group, Amazon, Avanade, Blount International, Boeing, CHC Helicopter, Disney, Driscoll's, Esterline, HSBC, Ingram Micro, Jet Propulsion Lab, Legacy Health System, McKinstry, Moss Adams, Principal Financial Group, Ross Stores, and Servco.

Before joining Kenexa, Dr. Howes spent nearly twenty years in progressively larger leadership positions focused on talent management, organizational culture/climate, organizational change and development, selection and assessment, leadership development, learning and development, and process improvement at various companies, including Nike, St. Charles Health System, ScottishPower/PacifiCorp, Honeywell, AlliedSignal, and Sprint. With this wealth of experience spanning a wide array of industries, he focuses on executing and delivering high-impact business results, helping customers develop full potential in individuals and building high-performance teams.

John holds a Doctorate in Industrial and Organizational Psychology from Colorado State University and earned Advanced Organizational Development and Executive HR Certificates from Columbia University and the University of Michigan. He has published articles and book chapters on various business topics and is a frequent conference presenter. In addition, he currently serves on the Board of Directors of EChO – Education for Chinese Orphans a non-profit organization dedicated to changing the futures of unadopted special-needs Chinese orphans.