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John Ullmen, Ph.D., lectures on leadership for the UCLA Anderson School of Management in the MBA, FEMBA and EMBA programs, and he delivers custom Executive Education programs as well. In addition to leadership, areas of teaching and research interest include exercising influence, managing conflict, building professional relationships and networks, and team effectiveness.

Based on his ongoing research and practice, he has published numerous assessment instruments, articles and books, including *Don't Kill the Bosses*, *Escaping the Hierarchy Trap*; *Invisible Bridges: Building Professional Relationships for Results*; and *Which Bird Gets Heard? How to Have Impact Even in a Flock*.

As Managing Director of Ullmen Associates, LLC, an organizational effectiveness firm, John has extensive coaching and consulting experience at the senior management and CEO level. His clients span a wide range of Fortune 500 firms and industry leaders in technology, media/entertainment, consumer products, healthcare, finance, real estate, professional services, defense and government agencies. He also holds a patent in the field of travel commerce granted by the U.S. Patent and Trademark Office.

John began his career as an officer in the U.S. Air Force, where he served as a lead systems engineer for a top-secret Joint Chiefs of Staff intelligence program. He holds a B.S. from the USAF Academy, a Master of Public Policy from Harvard University, and a Ph.D. in Organizational Behavior from UCLA.