

ANTHONY O. PUTMAN, PH.D

SENIOR EXECUTIVE COACH

AREAS OF EXPERTISE

- Strategic Executive Coaching®
- Executive Performance for Business Results
- Executive Talent Development
- CEO and Top Level Job Transitions
- Succession Planning
- Team Development
- Interpersonal Skills
- Communication Skills

CLIENTS

- AT&T
- Bell Labs
- Deloitte
- Detroit Edison
- Ford Motor Company
- Health Partners of Minneapolis
- IBM
- Nike
- The University of Michigan
- United States Department of Defense

LEVEL/TYPE

- CEO
- EVP
- CFO
- SVP
- CIO
- Division Heads
- Managing Directors
- Board of Directors



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BIOGRAPHICAL INFORMATION

Tony Putman helps leaders and their organizations make their highest aspirations real.

Tony is an internationally known coach and consultant with over thirty years of experience helping leaders and their organizations grow and succeed. He combines the approach of both business coach and executive coach, always focusing on maximizing business value. Chairman of The Putman Group in Ann Arbor, Michigan, he has personally coached over 900 leaders ranging from the CEO-Managing Director-Board Chairman level through EVP-CFO-CIO-Division Head-General Manager to the Account Executive-Marketing Director-Lead Partner level. He works with individuals as an Executive Coach and with entire leadership teams as an Organization Coach.

His client organizations number in the hundreds, ranging from giants among the Fortune 100 to one-person firms; their businesses include high technology, manufacturing (including executives responsible for entire manufacturing operations, managers of engine testing and engineering, and dozens of manufacturing consultants), health care, higher education, retail, financial services, accounting, consulting, and many other kinds of professional service. Some specific organizations he has served include IBM, Deloitte & Touche, Ford Motor Company, Nike, Key Bank, Bell Labs, Health Partners of Minneapolis, The University of Michigan, Detroit Edison, AT&T, and the United States Department of Defense.

Tony is the widely acknowledged world authority on creating Ally Relationships between service providers and clients. Among the many issues Tony has helped his clients address are:

- Turning around a manufacturing business that was steadily losing market share and profitability;
- Moving an entire firm's relationship with its customers from service source to Ally
- Transforming a global consumer products enterprise into a "sustainable business"
- Merging two historical competitors into a single high-performing firm
- Taking a global high-tech consulting firm from opportunity-constrained to demand-driven growth, constrained only by their capacity to find qualified employees
- Redesigning work processes and structures to remove wasted time and effort while ensuring people actually do things the new way
- Taking vision and mission that exist mainly on paper and making them *real*.

Dr. Putman is an internationally known author, speaker and workshop leader. His classic book, *Marketing Your Services: A Step-by-Step Guide for Small Businesses and Professionals*, was published by John Wiley & Sons in 1990 and is in its eighteenth printing; the book has also been published in Italian, German, Spanish and Vietnamese. *Building Ally Relationships: The Key to Sustained Success for Your Service Business* was published in 2006. He has been an invited speaker and workshop leader at numerous national conferences, and at several universities, including The Georgetown University, the University of Michigan, and Johns Hopkins.