



JONATHAN Z. GOTTLIEB, PHD, LLC

LEADERSHIP AND ORGANIZATION CONSULTING

Dr. Jonathan Gottlieb is a consultant to organization leadership, supporting their efforts to effectively architect and implement organization change, align organization culture, and improve leadership effectiveness and organization capabilities. His clients have shared they value his insight, energy, and pragmatic approach when supporting their efforts. Dr. Gottlieb offers consulting services in the following areas:

- *Organization and Leadership Assessment* – Advising leaders on approaches to assess their organizations, business units, leadership capabilities, and leadership team effectiveness. Conducting assessments, interpreting results, and working with leaders to develop approaches to solve identified challenges.
- *Strategic and Operational Planning* – Designing and facilitating collaborative approaches to develop, and create alignment around enterprise strategy and operational plans.
- *Organization Architecture* – Working with leaders and their teams to architect organizations to execute against strategy. This includes core capabilities, organization structures, organization cultures, leadership requirements, talent requirements, and management systems.
- *Organization Change* – Working with leaders and their teams to address issues associated with implementing organization change, including: change, transition and communication plans and governance approaches, implementation support, and monitoring change effectiveness. Assisting leaders with the integration and associated change resulting from strategic mergers and acquisitions.
- *Leadership and Team Effectiveness* – Coaching and consulting to leaders to enhance their development and improve their individual effectiveness. Assisting leaders in developing high performing leadership teams focused on achieving business results. Working with leaders to ensure succession planning and implementation, and associated leadership development.
- *Meeting Planning and Facilitation* – Planning and facilitating high impact team meetings, work sessions, and large group interventions to achieve organization objectives.

Dr. Gottlieb brings a depth of experience assisting senior executive clients across a variety of industries including consumer products, entertainment, high technology, manufacturing, telecommunications, chemical and energy, healthcare, and professional services. He has provided consulting services in public and private companies, as well as government, community and not-for-profit organizations. In addition, as Principal of his consultancy, Dr. Gottlieb has developed a network of experienced consultants able to partner with him in supporting large-scale change efforts and bringing unique value to his client engagements.

Prior to forming his own consulting practice, Dr. Gottlieb was a Partner and Executive Teams Practice Leader with Mercer Delta Consulting LLC, where he worked closely with senior executives across a variety of industries from 1997–2001. Before joining Mercer Delta, Dr. Gottlieb spent seven years in independent practice consulting with organization leaders, managers, and boards of directors. He has had an additional eighteen years of experience as a manager, supervisor, internal consultant, and direct services provider. In these roles, he planned, developed, implemented and evaluated programs, directed and supervised staff, and consulted to various high profile initiatives.

Dr. Gottlieb has authored/co-authored a number of publications related to organization consulting, leadership, and other topics relevant to the field. He has also presented workshops in national forums such as National OD Network, Society for Industrial and Organizational Psychology, and the International Conference on Advances in Management.

Dr. Gottlieb holds a B.A. degree in Psychology, with High Honors, and an M.S.W. degree from the University of Michigan, Ann Arbor. He also holds M.A. and Ph.D. degrees in Organizational Psychology from the California School of Professional Psychology.