

John C. Heinritz

John C. Heinritz is a professionally trained and experienced executive coach who blends over thirty years of global leadership experience and expertise in the Consumer Products and Services segments. His no-nonsense pragmatic approach, insightful ability to give feedback supported by his laser instinct and courage to identify what matters most resonates well with A-players seeking to learn and grow. John is most useful to executives and business people who are overcoming critical hurdles, self-derailment issues or facing junctures in their business or careers. His passion is for helping leaders achieve their full potential, guiding them through a process of finding their career “sweet spot” while appreciating their life balance objectives. John is quick to establish a trusting and open relationship with clients allowing for authentic, productive and caring dialogue. His extensive network and natural curiosity has kept him in touch with the demands of today’s business environment enabling him to both appreciate client issues within the current environment and guide clients in developing effective strategies for success.



John’s executive level experience as international division head at Warner Bros. Consumer Products and Polaroid Corp. built a solid foundation for his leadership coaching and understanding of varied corporate and regional cultures. He also led the travel/hospitality sector of JD Power & Associates where he made board level presentations making recommendations for improved customer focus.

He holds a business degree from the College of Santa Fe; he completed the Executive Program at the Kellogg School, Northwestern University, a certificate program and has attended programs at the Aspen Institute. He received his coach training at the Adler School of Professional Coaching. He is certified in the MBTI, Hay ECI 360, FEBI and is a trained group process facilitator.

Key Highlights:

- Coached the CMO of the second largest brand, with \$6.7B in annual sales, within the fast-food category. This extended assignment was directed at over-coming leadership style issues that were limiting the client’s ability to transition the brand, develop a strong team and work successfully within the senior executive team.
- Completed a series of successful coaching assignments with one of the top three accounting firms seeking to prepare their high potentials for potential Partnership roles. This included working with minorities both

here and overseas. Part of the assignment included telephone coaching with a client in China.

- Engaged to assist a top public-sector lawyer to assist him in his effort to be appointed to a national position with the Justice Department. This included preparation for interviews with senators and White House officials. Helped the client with preparing responses that best positioned him to meet the stated requirements for the position. He was successful in receiving this prestigious presidential appointment and he is currently in a coaching engagement to assist him in both handling the challenges of the position while at the same time preparing for his next position.
- Client coaching engagement with a VP in the second largest national insurance provider. While highly successful in her previous role, she was recently given an assignment to take over one of the company's most competitive markets. She engaged me on her own to be her sounding board in dealing with complex issues and with getting off to a strong start.
- Coached a regional VP of Sales for a leading national commercial products company. As an outside hire, my client was facing cultural assimilation challenges and managed to upset both internal and external customers. I worked to increase self-awareness through a 360 feedback and self-assessments instruments. Managed to temper his communications style without dampening his drive and determination to bring change and business growth.

Companies I've Worked With (and Years With Each Company):

- Conectiv 1999-2000
- Warner Bros. 2002
- Maytag 2004-2005
- Coors 2005
- East West Bank 2006-2008
- Illinois Tool Works 2007-2008
- Price Waterhouse Coopers 2009-Present
- Chrysalis (Not-for-profit) 2009
- LA Office of Inspector General 2009
- US Dept. of Justice 2009-Present
- Yum Brands 2011
- Allstate Insurance 2011-Present
- Others but confidentiality agreements in place

Geographies I've Worked In:

USA
Asia Pacific
Europe
Mexico

Leader Positions I've Coached:

- C-suite executives, VP, Director, Partner, middle management

Business/Talent Challenges I've Helped Leaders Solve:

- Refine advanced, situationally appropriate communication skills
- Develop executive presence and strengthen delivery skills
- Manage complex constituencies (including boards)
- Practice (and teach) productive conflict management
- Role model (and teach) feedback and coaching skills for people development
- Manage potential personal “derailers”
- Leadership development
- Manage personal energy for sustainable career growth
- Improving visibility for high potentials
- Be successful in new position
- Preparation for interviews and career transition
- Right person, wrong job

Leadership Experience:

- As VP International, Warner Bros. Consumer Products, John faced a turn-around challenge of a poor performing international division. Getting the right people on the bus, providing clear strategic direction, setting priorities and establishing a measurement process, he was able to turn substantially grow the business and build a solid team around the globe.
- John was responsible for repositioning the Polaroid consumer products business in Japan in the face of a strong Japanese competitor. He developed and successfully executed those strategies that he then successfully carried to the European marketplace. His leadership was critical in the company defense of a hostile takeover in the late 80s.
- He is a strong believer in the role of the private sector in driving social change. As a volunteer instructor for six years at Chrysalis, a non-profit with a mission of changing lives through jobs, he gave hope and

inspiration to over 5000 people and gained a reputation as a caring, giving and inspirational instructor.

- Another way John gives back is by providing people in career transition free coaching to get them back in the workplace in a position that is a good fit. His agreement is that when he needs help for someone else, he can call on those who received help to help out. He is especially sensitive to those who work as public servants and has had numerous coaching assignments with people from the public sector holding legal positions.
- John's leadership skills were tested under the most trying conditions as an Army officer in combat. He is a proud and decorated veteran.