

## Biography - Howard M. Guttman

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Howard M. Guttman is principal of Guttman Development Strategies, Inc. (GDS), a Mount Arlington, NJ-based management consulting firm founded in 1989 and specializing in building horizontal, high-performance teams; strategic and organizational alignment; leadership coaching; and leadership development. GDS has been ranked as a top Leadership Development consulting firm by Leadership Excellence magazine, which also named Howard to its list of "Excellence 100 Top Thought Leaders."

GDS has worked with a wide range of public and privately-held clients in the U.S. and internationally, including: Bloomberg LP; Colgate-Palmolive; Delaware North; GSK; John Hancock; Johnson & Johnson; Keurig Dr. Pepper; L'Oréal USA; Mars, Inc.; Pfizer; Takeda Pharmaceutical Company, LTD; and Walmart.

*Coach Yourself to Win: 7 Steps to Breakthrough Performance on the Job and in Your Life* (McGraw-Hill, October 2010) is Howard's third book. The seven-step self-coaching process it introduces is an adaptation of the best practices that he and his colleagues have successfully used in executive coaching for more than 30 years.

Howard is also the author of *Great Business Teams: Cracking the Code for Standout Performance* (John Wiley), which was named one of the Top Business Books of 2008 by Soundview Executive Book Summaries. He is also the author of *When Goliaths Clash: Managing Executive Conflict to Build a More Dynamic Organization*.

Howard is quoted frequently in the business press and in broad-interest magazines and newspapers such as *TIME* magazine, *The Washington Post*, *U.S. News and World Report*, *U.S.A. Today* magazine, and *Investor's Business Daily*. He is also a frequent contributor to professional journals such as *Harvard Management Update*, *Human Resource Executive*, *Chief Executive*, and *Leader to Leader*.

Howard is a sought-after speaker who addresses corporate and academic audiences on such topics as "Executive Coaching: Lessons from the Firing Line," "Great Business Teams: What Does It Take?," "Conflict Management as a Core Leadership Competency," "Putting Performance into High-Performance Teams," and "Alignment: Creating High-Performance Teams from the Top Down."

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For further information on Mr. Guttman's career and contributions to the field of organization development, please visit [http://en.wikipedia.org/wiki/Howard\\_M.\\_Guttman](http://en.wikipedia.org/wiki/Howard_M._Guttman).