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Bill is founder and principal owner of R. William Holland Consulting which focuses on organizational performance with special emphasis on executive coaching, executive team alignment and career management. His coaching experience is a combination of twenty years of internal organizational coaching where he has been the chief human resources officer as well as for consulting organizations where he has served as an external coach for executives up to and including CEOs. Bill has coached in a variety of industries including Consumer Products, Food service, Financial Services, Consulting, Government and Forestry.

Bill has written and lectured extensively on career and workforce issues. Selected publications include: *Are There Any Good Jobs Left? Career Management in the Age of the Disposable Worker*, Praeger, (July '06); "Mentoring as a Career Development Tool: Rethinking the Yellow Brick Road" (in CUPA Journal). *The Lessons of Leadership: Becoming an Employer of Choice* (unpublished paper presented to The Chicagoland Chamber of Commerce, May 2004), and *Career Magic: Breaking the Code For You and Your Children* (up coming book). Bill also created, in conjunction with the Chicagoland Chamber of Commerce, The Right Award for Workplace Excellence which annually recognizes companies for using innovative people practices to solve pressing business issues. He is the principal donor for the Herbert Garfinkel Citizenship Award from James Madison College at Michigan State University.

Bill has served on several not-for-profit boards and is a member of numerous professional organizations including the Society for Human Resources Planning (SHRP), The Association of Career Professionals (ACP), Society for Human Resources Management (SHRM), and the Human Resources Management Association of Chicago (HRMAC). Most recently he was a founding member and Board Chair for United Professionals, a recently formed organization devoted to career management for unemployed white collar workers.

Bill attended Michigan State University on a football scholarship and also received his Ph.D. in political science from MSU. As a graduate teaching assistant at MSU's distinguished James Madison College, Bill received the University's first Excellence-in-Teaching award. He went on to become a member of the teaching and research faculty at the University of California, Riverside.

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