



John J. O'Neill
President, Executive Development Counseling®
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John specializes in coaching successful executives and managers in accomplishing their business and personal development priorities. He assists them in leveraging their talents and building on strengths to continue getting better at what they do. He also works with leadership teams to generate alignment and mobilize efforts to accomplish strategic priorities. He is always developing his approach for producing results. John's strong interest in learning leads to his philosophy of "it's what you learn after you know it all that really counts."

Prior to his fourteen year consulting career with BeamPines, John was Vice President, Personnel for Nabisco Foods. Reporting to the Chairman and President and a member of the Operating Committee, John played an active role with corporate and division management integrating businesses during the largest merger at that time with R.J. Reynolds.

Before Nabisco, John had worldwide responsibility for Human Resource Development at Avon Products. He implemented the First Management Development programs at Avon receiving honors for his coaching and training of executives and managers in Latin America, Europe, Australia, the Philippines, and Puerto Rico. He also played a key role in the design and implementation of Avon's total quality management program. Prior to Avon, John was Senior Program Director for the American Management Association. His experience also includes retail sales and general management.

He has over 20 years experience in management consulting and human resource management at the practice head and vice president levels. His business orientation, focus on results, and the ability to work at all levels make him an effective individual and team coach.

John serves as a master coach in the BeamPines Master's in Executive Coaching program. He works with degree candidates helping them achieve their work-based learning objectives. He also conducts executive team building programs aboard the tall ship Unicorn.

While always drawn to coaching, he became interested in the profession when working on a project with John Wooden, the legendary UCLA basketball coach. He realized, to an even greater degree, the benefit of coaching and practice as keys to success. In addition to his business experience, John attributes his passion for leadership and teamwork to his serving in the U.S. Marine Corps and on the board of the Sandy Hook Foundation.

John holds a BA degree from West Virginia University and an MA degree in Psychology from Columbia University.

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