

John C. Howes, PhD

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qChange is defining the Leader Experience category by accelerating leadership growth through real-time behavioral nudges that are measurable, actionable, and scalable across the organization. In this role, Dr. Howes is leading Consulting, Thought Leadership, Business Growth, and Data Science/AI. Throughout his career John has been a global human resource and organizational effectiveness leader, driving strategic HR initiatives to realize bottom line results and enhance leadership and employee experience in pursuit of organizational goals. Prior to helping launch qChange, John was the Executive Consulting Leader within IBM (formerly Kenexa) Talent Management Solutions. Leveraging his talent and experience, he led and managed the majority of the Senior and Executive level consultants that focused on improving individual, team and organizational effectiveness in a wide variety of companies. Before joining Kenexa, Dr. Howes spent nearly twenty years in progressively larger leadership positions focused on talent management, organizational culture/climate, organizational change and development, selection and assessment, leadership development, learning and development, and process improvement at various companies, including Nike, St. Charles Health System, ScottishPower/PacifiCorp, Honeywell, AlliedSignal, and Sprint. With this wealth of experience spanning a wide array of industries, he focused on executing and delivering high-impact business results, helping customers develop full potential in individuals and building high-performance teams. John holds a Doctorate in Industrial and Organizational Psychology from Colorado State University and earned Advanced Organizational Development and Executive HR Certificates from Columbia University and the University of Michigan. John has presented at numerous professional conferences and is a published author in refereed journals and book chapters.