



“Creating High Performance Teams”

BLUE HERON TALENT, LLC

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JOHN D. HEIDKE, Ph.D.

CONSULTING EXPERIENCE

John specializes in executive coaching, strategic planning, organizational change, leadership and team development, succession management, and mergers and acquisitions. John is particularly interested in helping clients develop their intellectual resources while increasing productivity and return on investment.

John brings more than 25 years of successful experience in the public and private sectors to his work. Since 1997, he has served as the executive coach to over 250 leaders as well as an executive consultant to groups and organizations. His experiences include consultation with a broad range of organizations in many fields, including technology, energy, financial services, manufacturing, healthcare, transportation, and education on a global basis. Previously, John was a teacher, researcher, and administrator at the University of Michigan and The Ohio State University. Additionally, he served for eight years as a member of the Board of Directors of a large healthcare organization.

BUSINESS/ORGANIZATION LEADERSHIP EXPERIENCE

Previously, John was Vice President with a worldwide talent management firm and manager of the Organization and Leadership Development group of a Fortune 100 automotive supplier. In this position, he led a team providing oversight for the talent management of 17,000 salaried employees on a global basis.

Representative executive coaching highlights:

- Dr. Heidke worked with an executive of a global chemical firm who had recently taken on an “industry director” position as well as moving to an expatriate assignment in Asia. John met with the individual monthly, either face-to-face or via videoconference. Results have included; increase in mature confidence, more visionary leadership, a new view of strategic leadership and successful development of and delegation to his direct reports. Ultimately, the leader has been promoted to a very senior level position.
- John served as coach to the president of a large, multi-state health care system. The leader had outstanding technical abilities. However, his ability to lead inspirationally was less effective. John assisted the president in developing the mindset as well as skill set to lead at a higher level.
- John served as coach to several Big 3 automotive executives and company sponsors interested in developing their skills, abilities and style to move from being very effective to exceptional leaders. The coaching ROI included improved “bench strength” and a decrease in the “derailing” behaviors of executives and leaders.

EDUCATION

Doctor of Philosophy, The Ohio State University
Master and Bachelor of Science, University of Wisconsin