

Innovative Leadership of the Delaware Valley Strategic Development Team

Richard J. Hohmann, Jr. is the Vice President/Partner of Innovative Leadership, a partner of LMI for more than seven years. Richard is a seasoned professional with extensive business and coaching experience. Richard is a graduate of Ohio State University and has held various management positions including President/CEO and his work experience also includes both Fortune 500 and small business environments.

His company integrates business consultation, training and development, and coaching to provide performance improvement through people development and organizational effectiveness. Richard is a certified Corporate Coach specializing in executive, performance and small business owners. He is a member of the International Coaches Federation, ASTD, Tri-State Human Resource Management Group, and the Southern Shore Human Resource Management Group of New Jersey. Richard has been a keynote speaker in the healthcare arena and has made guest appearances on television and radio.

His passion is people development... from the time of hire to the time to retire.



Ray Stuchly has been involved with Paul J. Meyer companies since 1992 when he became a franchise owner of an SMI franchise. In 2002, he transitioned into LMI and his franchise was recognized as Rookie of the Year. Ray has a Bachelor of Science degree in aerospace engineering and an M.B.A. from Loyola University. He began his career as a product engineer and moved to sales engineering. He has twenty-five years of experience in management positions as export sales manager, division manager, general sales manager and VP of sales. Ray was also responsible for development and training of a nationwide sales organization. He was a certified instructor in quality management and an instructor at DeVry University and the Keller Graduate School of Management. Ray enjoys public speaking and has conducted over 500 workshops in the Midwest.

Ray is most proud of his marriage of thirty-four years to his wife Mary, their daughter Bridget, and two sons, Shaun and



Ryan.

Ray's goal is to grow his LMI franchise to exceed one million dollars in sales and to help his clients produce continuous profitable results. Ray says that he gets his greatest satisfaction from helping others to achieve their goals.

Mike Weaver became an LMI Franchisee in 1972 and four years later was recognized as the LMI Franchise of the Year. Mike's organization, Achievement Associates, Inc., is based in three locations; Bucks County, Pennsylvania (in the Philadelphia-New York City corridor), St. Louis, and The Carolinas. The firm has served over 400 clients across the United States and in Canada. Well over 80% have been repeat clients.

Mike's firm has been heavily involved in the use of the entire Teleometrics product line for over twenty-five years. The firm's Teleometrics-based work emphasizes an extensive leadership culture change process called "The Achieving Manager Experience." Mike introduced Teleometrics to LMI in 2001.

Mike holds both engineering and business degrees at the masters level and is a registered professional engineer. He is also a graduate of the Industrial College of the Armed Forces. Mike served in the United States Air Force, on active duty and as a reservist, and his career, before entering the training and development field with LMI, included engineering and management positions in aircraft operations, rotary wing flight test, and systems engineering. Mike is co-founder and charter member of Catalyst, a national organization dedicated to furthering the state-of-the-art in training and development. Mike is included in Who's Who in The United States and a variety of other reference publications.



Patrick Below, Founder and CEO of CEO Consulting Services, a company he formed in 1970. His company specializes in working with CEOs of small and medium-sized companies to put in place a "system of managing" aimed at achieving sustainable improvement in both top and bottom-line growth and performance.

CEO Consulting Services is a Strategic Partner of Leadership Management, Inc. LMI is a national franchise



organization with over 200 independent Partners. They provide products and support services in four interrelated areas known as “Strategic Development:” Strategic Awareness, People Development, Organizational-level Planning, and Plan Execution. CEO Consulting Services has established collaboration relationships with a number of these Partners throughout the United States.

In the past 35+ years, his company has worked with over 200 small and medium-sized clients across a wide variety of industrial and service sectors. He has extensive experience and a proven track record of working with CEOs and their senior team focused on both developing leaders and executives while at the same time strengthening and improving their Strategic and Operational planning process.

Patrick is a leading strategic thinker, management writer, and business consultant. He has authored two books on the planning process – The Executive Guide to Strategic Planning and The Executive Guide to Operational Planning. His book on strategic planning is considered one of the classics in the field. It has been in continuous print for sixteen consecutive years. His most recent book entitled The CEO Challenge was published in 2004.

He has an undergraduate degree in Electrical Engineering from Marquette University, where he played basketball. He has an MBA from Indiana University. His early career experience was with the General Electric Company. He is a graduate of their Manufacturing Management Program.

David Miller has served as President of the Strategic Transitions since its inception in 2003. From 2001 until 2003 Mr. Miller served as Founding Member & VP Marketing of MycroSENSOR Technologies LLC a small company founded to implement an acquisition. From 2000 through 2001, Mr. Miller served as Venture Partner of Endeavor Capital Management LLC. From 1997 until 1999 Mr. Miller served as Business Unit VP & General Manager of Honeywell Inc. He was President of Midcom Inc. from 1996 to 1997. From 1992 to 1996, Mr. Miller was VP & General Manager of Barber-Colman Industrial Instruments Division. He was Business Unit VP of Allen-Bradley Company (Subsidiary of Rockwell) from 1984 to 1992. From 1983 to 1984, he was VP Marketing & Sales of Nova



Robotics Inc. From 1966 to 1983, he was Manager (Marketing, Sales, and Strategic Planning) of General Electric. Mr. Miller has a Bachelor of Science degree in Industrial Engineering from Bradley University.

Dan Diagostino is the President of Strategic Development, LLC an Indianapolis-based professional services company offering leaders of small to mid-sized companies a process-based, all-in-one solution to business planning and people development. He is responsible for business development, client engagements and overall management.



Dan has over 17 years experience working with small to mid-sized organizations helping them to make better business decisions. He has held various positions in marketing, finance, accounting, strategy and planning, and operations in industries such as insurance, healthcare, manufacturing and distribution. These roles have enabled him to understand the challenges, opportunities and frustrations business leaders face in creating high-performance organizations capable of producing long-term, sustainable results.

Results happen when leaders do the right things. It has been said that doing the right things is considerably more difficult than doing things right. Dan is passionate about helping company leaders create awareness of the right things for their particular business, and then helping them focus and develop the processes and capabilities to get the right things done.

Dan holds a BS and an MBA from Indiana University. He is certified in the facilitation of LMI programs and is a member of the Institute of Management Accountants. Dan is active

in his church, enjoys reading, golfing and coaching his daughter's soccer team. He lives in Indianapolis with his wife and two daughters.

Tom Northup, former CEO and principal of three successful manufacturing businesses, understands the business complexities faced by today's busy executives. Tom has walked in your shoes. Through coaching, consulting, mentoring, and training, he provides real-world, practical experience and thoughtful leadership—all with a focus on sustainable success and results. He is his own success story; a goal oriented executive experienced in developing strong management teams to produce significant results.



Mitch Tublin's distinguished career is highlighted by a record of achievement in delivering strong financial and operational results. He is accomplished in turning around underperforming businesses, and in executing acquisitions and providing seamless post-acquisition integration. Mitch is a catalyst for positive change, promote innovation in others, and challenge the status quo with market research, questions and facts. He is a trusted advisor and consultant to senior executives, and able to motivate, mentor, and inspire individuals to overcome obstacles and achieve goals. Mr. Tublin excels in communication, problem solving, and public speaking. He has international experience through working/traveling worldwide. His career highlights consist of: Strategic Planning & Organizational Leadership, Acquisitions, Turnaround & Reorganization and Multimillion-Dollar Savings.



Mohan Kapur is a leading Business Strategist and Managing Partner of Leadership Management Institute for 15 years. He is also a senior Executive Coach with Right Management Consultants(a Manpower Inc. Company) servicing nearly 80% of US Fortune 500 and 50% of Global 500 companies. With an MBA from one of the most prestigious business schools, Mohan has over 30 years



global experience in multi-national corporations like **British American Tobacco group, Unilevers and Gulf News** amongst others.

He has **counseled from CEOs** to line and field staff through **1800 consulting engagements in over 300 organizations in US and India**. 3 of his clients from Siemens, Lucent and Honda were presented the *World Client of the Year* by Leadership Management International (LMI) selected from multiple offices operating in 40 countries. Two of his clients appear among the **Top 50 Best Companies in Asia** in the *Business Week 2007 list*. MK has also been honored by **LMI** with *Sales Award, Progressive Realization Award and Builder's Award* over the years. He has many published articles to his credit and is frequently invited as a Guest Speaker by various professional, business and social organizations.

MK lives with his wife and son in one of the suburbs of Atlanta - Georgia. Besides closely interacting with people, MK enjoys reading and theater.

Herm Urbasic is a business coach and trainer that assists CEO'S, Presidents and executive teams to make the transition to a clear thought out Strategic Plan with clear strategies and performance measurements.

Herm started his executive coaching and training career in 1982 by assisting businesses in becoming more aware of their valued resources, assisting them in future planning of those resources, developing the plan, and measuring the objectives for revenue growth, profitability, market share, and customer satisfaction.

Prior to his coaching and training career, he worked in the business environment where he managed a large manufacturing facility with three outlying plants [with financial, budgetary, performance and production responsibilities. He also worked in numerous positions as a Process Engineer and Industrial Engineering in other



companies.

John W. Dame graduated from Pennsylvania State University with a B.S. in Marketing in 1974. Mr. Dame has pursued a career in radio broadcasting throughout the 27-year period leading to the present. His career has included the full spectrum of broadcast experiences/operations including sales and management as well as corporate officer and equity partner in a twenty-one station chain. Several of these work experiences have occurred with stations operating in large urban markets including: Pittsburgh, Indianapolis, and Houston. From 1988 to 1998, Mr. Dame was a partner and Chief Operating Officer with Dame Media, a family operated group, which grew to twenty-one radio stations in Pennsylvania and New York. Dame Media was sold to Clear Channel Communications in June of 1998. Mr. Dame then founded Dame-Gallagher Networks, a national radio syndication company operating out of New York City. In May 2001, Dame-Gallagher Networks was sold to Salem Communications Corporation. Mr. Dame then joined Salem as VP of Affiliate Services and served in this position until mid-year 2005. Salem is the largest religious broadcasting company in the country.



In September of 2005, Mr. Dame founded Dame Management Strategies, a franchise of Leadership Management Institute (LMI), headquartered in Waco, TX. DMS works with CEOs in cooperation with LMI to develop leaders and organizations through the facilitation of LMI's unique strategic development process. "Our business is helping others to be more effective and productive in their business activities," said Dame. "We have studied many methods of improving businesses and are convinced that LMI offers the most concise, effective programs available today. The Fast Track program is a recent DMS offering for businesses operating in today's ever-accelerating markets. DMS has developed a new tool set that brings awareness and control to the strategies of business growth and success.

Mr. Dame lives in Harrisburg, Pennsylvania. He is active in his church and works with nonprofit organizations in the Harrisburg area.

