

## **John J Shibley**

John Shibley Consulting, Eliot, ME

John has over thirty-five years of experience leading complex organizational improvement efforts in a variety of industries, sectors and settings. His practice focuses on the intersection of strategy, innovation and organizational learning. He is a flexible and imaginative consultant with a history of working successfully with a variety of clients and for moving nimbly between theory and practice, reflection and decision-making.

For six years John was a lead consultant in the Doris Duke Innovation Lab for the Performing Arts, a year-long intervention to incubate strategic artistic innovations and deliver them to the public, a program John helped develop during his tenure as EmcArts' Director of Organizational Learning. John's Innovation Lab clients have included the Apollo Theatre, Oregon Shakespeare Festival, the Liz Lerman Dance Exchange, The Nelson-Atkins Museum, The Civilians, The International Contemporary Ensemble, and Urban Bush Women, among others.

Other clients from John's work in the arts and cultural sector include The James Irvine Foundation, The Wallace Foundation, The Barr Foundation, The Music Center of Los Angeles County, The Contemporary Austin, The Oregon Shakespeare Festival, The Wooster Group, The Cleveland Public Theatre, The Museum of Contemporary Art/Cleveland, and the New York City and Los Angeles school systems. Based on his knowledge of system dynamics, John collaborated with Alan Brown of Wolf/Brown to create an approach to analyzing the arts eco-systems, work that he and Alan have applied to Dancer's Group, the American Choral eco-system, and philanthropic support for artists in the Bay area through the The Kenneth Rainin Foundation.

Before working with non-profit organizations, John enjoyed a fifteen-year career leading strategic organizational learning and Total Quality efforts in the profit sector. As the Manager of Training and Development at L. L. Bean, he helped engineer that company's system wide change to Total Quality Management. He was the lead consultant for an 8-year project in strategic product development at Harley Davidson through the Center for Organizational Learning at the Sloan School of Management/MIT, one of the longest running projects of its kind in the world. John has also worked with the Vancouver Island Health Authority and with General Electric Medical.

John has taught at the MIT Senior Executive Program. He was a founder of the Society for Organizational Learning and has published articles on systems dynamics, collaboration and consulting practice, and enjoys mentoring emerging organizational development consultants.

In 1975, as an undergraduate at the University of Massachusetts, John authored the "Friends Don't Let Friends Drive Drunk" campaign as part of a grant from the National Institute on Alcohol Abuse and Alcoholism. He strongly suspects that, in the end, it will turn out to be his most impactful work.

John received a Master's Degree in Counseling and Consulting Psychology from Harvard's Graduate School of Education in 1985, where his advisor was Dr. Chris Argyris. He received a Bachelor's Degree from the University of Massachusetts in 1977, where he designed his own degree program in education and organizational psychology. He has completed additional course work at MIT's Sloan School of Management, The Chicago Jung Center and Bangor Theological Seminary.

John lives in Eliot, Maine, with Julie Weiss, Dally the dog and a lot of guitars.