

# BEESON CONSULTING, INC.

## JOHN BEESON

### Biographical Information

John Beeson is Principal of Beeson Consulting, a management consulting firm specializing in succession planning; executive assessment, coaching, and development; and organization design. Earlier in his career, he served as partner and officer of Harbridge House, Inc., a Boston-based management consulting firm. Clients for whom John has consulted include Best Buy, Colgate-Palmolive, General Electric, International Paper, Philips Electronics, Sprint, Bank of America, Aetna, MassMutual Financial Services, Time Warner, and Dell.

In addition to his consulting experience, John worked at Hallmark Cards, Inc., serving as Corporate Director of Organization and Human Resource Development. Prior to joining Hallmark, John was responsible for management and organization development at Frito-Lay, a division of PepsiCo, Inc. At both Frito-Lay and Hallmark his responsibilities included management development, succession planning, and organization development on a company-wide basis.

John is a graduate of Amherst College and holds an MBA from the Wharton Graduate Division of the University of Pennsylvania. His articles on succession planning and talent development have appeared in the *Harvard Business Review*, *Business Horizons*, and *Across the Board*. He originated and served as program director for two Conference Board conferences: 1.) the Succession Planning and Top Talent Development seminar series and 2.) the Organization Design and Renewal Conference. He is co-author of a major Conference Board's research study, "Developing Business Leaders for 2010" and author of the forthcoming book, *The Unwritten Rules: A Guide to Achieving Executive Success*.