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John is one of the founders of PartnerComm, Inc. and works with clients to improve employee and organizational effectiveness through a variety of intervention strategies, such as employee and customer research, change management, strategic communication planning and performance management. John has worked with such companies as Cisco, Kellogg, PepsiCo, Nordstrom, 3M, Burger King, BNSF, Nestlé, Fluor, Memorial Sloan-Kettering and Rockwell Automation.

Prior to starting PartnerComm, John was a professor at Baylor University and the University of Hawaii and then was the Southwest Region Human Resources Management practice leader for a major HR consulting firm. He has a bachelor's degree from the University of South Florida, a master's degree from Western Kentucky University and a Ph.D. in organizational and interpersonal communication from the University of Texas at Austin.