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John is a leadership and organization development professional with more than 17 years of experience across multiple industries. At Ayala, he manages enterprise-wide leadership and capability initiatives across the group, partnering with senior business and HR leaders to translate strategic priorities into leadership, learning, and organizational development solutions. His work includes flagship leadership programs, enterprise leadership forums, and development experiences designed to strengthen leadership capability across diverse businesses. His areas of expertise span leadership development, organization development, talent management, employee engagement, digital learning, and HR analytics.