

biography

TRUSTED ADVISOR



As an entrepreneur, business and community leader since 1983, John Howman has led a variety of businesses—from technology to consumer products companies. John's insight into people and his exceptional market analysis capabilities, combined with his business acumen and creativity, help create passionate, driven, and successful work teams. With over 20 years of experience in the IT industry, over 5 years in the consumer products industry, and 10 years as a CEO coach and turnaround specialist, John helps businesses survive, improve, thrive, and ultimately... succeed!

John created Allied Consulting Group to assist small to mid-sized organizations overcome the barriers to growth, with an emphasis growth planning, leadership development and team alignment. Allied has a team that can assist organizations in transition or in need of interim leadership.

PROFESSIONAL SKILLS

- ◆ Leadership Development
- ◆ Executive Management
- ◆ Talent Assessment
- ◆ Outsourcing & Resource Selection
- ◆ Technology
- ◆ Strategic/Execution Planning
- ◆ Turnaround/Crisis Intervention
- ◆ Succession Planning
- ◆ Business Transition
- ◆ Trusted Advisor

PROFESSIONAL EXPERIENCE

Allied Consulting Group, LLC. (ACG):

The mission of ACG is to insure organizational success through strategy development, strategy execution, and insuring the right members are on management teams.

Principal, Allied Consulting Group, LLC

Strategic Planning—Certified EM Advisor with Execution Maximizer

*We help organizations reach their full potential using the tools and techniques of "The Execution Maximizer Process"™. While the output of the process is the **EM Roadmap**™, the results come from the process.*

Representative Clients

- \$1 Billion + Bank, with 2,000+ employees
- Value-added distributor that has enjoyed record profits & growth since working with Allied Consulting Group, LLC
- Fasted growing advertising agency in Midwest
- Chemical manufacturing company preparing for leadership transition
- Top branded organization in luxury yachting business
- Small IT company, attempting to overcome the \$5 Million barrier.
- Top 10 Mid-Market Investment Bank in United States

Interim CEO/COO Work...

Led an overhead cost reduction for a Midwest, non-profit to move from a net loss to net gain budget:

- Consolidated and collapsed management structure to achieve net savings in nearly \$2 Million, in less than 90 days.
- Ongoing coaching of CEO and COO to insure sustainable change.
- Found employee committing significant fraud resulting in a four-year prison sentence of the employee

Recently led a Milwaukee process controls company to reverse two years of significant losses and return to profitability:

- Developed the first budget and facilitated first strategic planning process for organization.
- Negotiated re-purchase of outstanding shares of stock from minority shareholder.

Led a financial turnaround for a health-care software company and restructured the company sales and management team:

- Identified source of fraud and terminated parties involved, saving company over \$1MM.
- Developed sales and marketing plan for organization.

Management Consulting

Managing a Board of Directors Improvement process for a national buying organization.

Assisted in product development and launch of new kitchen appliance.

Led the RFP Process to select a new bank with a \$10 Million credit facility, treasury and wealth management services.

Provide ongoing coaching and management consulting to assist in restructuring leadership team of a \$50 Million Manufacturer.

Turnaround Activities -- Focused on privately held and mid-sized enterprises

- For profit and non-profit
- Part-time or interim CEO/COO
- CEO coaching
- Team building
- Assist in bankruptcies and receiverships
- Evaluate and implement new enterprise and business systems
- Facilitate Strategic Planning
- Reorganization
- Work with banks and lenders

Website address: <http://www.alliedcg.com>

Vistage International Milwaukee, Wisconsin:

The mission of Vistage (formerly TEC) is to increase the effectiveness and enhance the lives of CEO's. TEC was born in 1957 in Milwaukee, Wisconsin. Today, Vistage Wisconsin and Michigan boast a membership approaching 1000 CEOs and Presidents throughout these two states. Additionally, Vistage, has over 22,000 members throughout the world.

Group Chair, Vistage groups CE 06 & CE 20

- Form private Board of Advisors of Presidents, CEO's and Entrepreneurs
- Coach executives in "1 to 1" sessions
- Identify and select new members for TEC
- Select professional resources to meet CEO member's needs.
- Facilitate confidential, in-depth discussions among TEC members
- Leads the TEC "Special Interest Meeting" program
- Developed radio program called "The Executive Committee" on WISN Milwaukee

Website address: <http://www.vistage.com>

Raffel Comfort Sciences, LLC, Cedarburg, Wisconsin:

\$6MM organization that develops and sells components to the OEM furniture industry and consumer products in a variety of retail categories.

President, CEO, Managing Member

- Purchased business as a distressed entity with one partner
- Secured new China sourcing agreements
- Awarded two patents for consumer products
- Developed new product line and categories for retail channel
- Re-branded entire product line
- Outsourced all non-core business functions
- Built retail sales organization and manufacturers rep team
- Established new market for China manufactured Shiatsu Massage Chairs
- Implemented "Virtual Office" systems for accounting, CRM and other internal systems to allow for location independent employees and reps

Allied Computer Group, Inc., Milwaukee, Wisconsin:

Founded Allied Computer Group in 1983 as a one-person computer sales company. Allied grew to become one of the largest computer sales and service organizations in the Midwest with over 350 employees and \$55MM in revenue at its peak. Allied was a pioneer in providing professional IT services on a billable basis. Personally worked with many business executives developing effective IT strategies during the Y2K era.

Founder & Chairman

- Grew business from startup to \$55MM in 15 years
- Acquired franchise rights from Inacom, Inc. of Omaha, Nebraska
- Separated high-volume, low-margin distribution from higher margin professional services practice
- Developed the largest computer education business in Wisconsin
- Acquired, integrated and grew branch office in Appleton, Wisconsin
- Created unique hiring and recruiting system for IT professionals

The Computer Show with Ram and Rom:

"The Computer Show with Ram & Rom" was a nationally syndicated, call-in radio program aimed at home and business computer users that originated in Milwaukee, Wisconsin. Broadcasts were two hours on Saturday mornings. The Computer Show became the top-rated weekend program at WISN AM-1130. It was also the first Internet broadcast computer call-in program carried by Mark Cuban's Broadcast.com network.

EDUCATION

BS—Psychology, University of Wisconsin Milwaukee, May 1980

BOARD, PROFESSIONAL AND COMMUNITY ORGANIZATIONS

- Lutheran Social Services of Wisconsin and Upper Michigan, **Chairman, Board of Directors**, Executive Committee, HUD board, 2011—present
- Owner's Edge, Pewaukee, WI. ESOP Organization, Board of Directors, 2012-present. **Past Chairman of Compensation Committee**
- Young Presidents Organization/World Presidents Organization (YPO), 1997 to present, 2009-2010 Education Chair, 2016 to 2018 **Central Region Network Officer**, Vice-Chair, Leadership Development Network
- Repete Corporation, Sussex, WI Private Company, Board of Advisors, 2010-2014
- Vistage member, speaker and Group Chair 1990—present
- Metropolitan Milwaukee Association of Commerce (MMAC) Board Member, 1998 to 2008
- Inacom Dealer Executive Council, Member and Board President, 1990—1996
- Compaq Dealer Executive Council Board Member, 1987—1992
- Children's Service Society of Wisconsin, Board Member 1998—2003
- Boys & Girls Clubs of Greater Milwaukee, Board Member 1996—2000
- Junior Achievement of Milwaukee, Board Member 1995—1999

PERSONAL

Married, two children, Grafton, WI resident for 58 years. Avid motorcyclist, non-profit supporter, photographer.