



Howard M. Guttman is the principal of Guttman Development Strategies, Inc., a management consulting firm specializing in executive development, management development, and organization development. GDS focuses on aligning senior management teams, developing the strategy and implementation of "horizontal" organizations (brand teams, matrix structures, global teams), and executive development.

Mr. Guttman and his staff of 18 consultants are known for creating programs and processes that are pragmatic, results oriented, and produce observable change. His style is direct, and he enables clients to clearly see the distinction between symptoms and core organization issues. Among GDS's U.S. and international clients are major corporations such as Campbell Soup, Colgate-Palmolive, Johnson & Johnson, Masterfoods U.S.A., Motorola, L'Oreal U.S.A., Pfizer, Philip Morris, Sara Lee Corporation, and The New York Times.

Mr. Guttman has also consulted with numerous universities and non-profit organizations around the world. Mr. Guttman's corporate experience includes Johnson & Johnson and Automatic Data Processing. At J&J, his last position was director of human resources. Previously, at J&J, he served as national manager of human resources development and general manager of headquarters personnel. At ADP, Mr. Guttman was senior organization development consultant responsible for internal consulting and executive training. Mr. Guttman holds an M.S. from Case Western Reserve University's School of Applied Social Sciences. He has been a professor of organization behavior and management consulting at the Graduate School of Management of Rutgers University and an adjunct professor of behavioral consulting at Fairleigh Dickinson University's Graduate School...

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Speech Topics

- ☐ Teambuilding
- ☐ Strategic Alliance
- ☐ Peak Performance
- ☐ Motivation
- ☐ Management
- ☐ Leadership

