



*“The growth and development of people is the highest calling of leadership.”*

—HARVEY FIRESTONE

## David Sowinski, Ph.D.

### PARTNER

Dave joined Vantage in 2002 and advises clients in the areas of leadership assessment, executive coaching, and succession management. He helps organizations avoid costly hiring mistakes and build management teams that drive performance. His areas of expertise include individual and team assessment and coaching, high potential development, succession management, and assisting organizations in building stronger internal talent management capability. His passion lies in helping leaders prepare for greater responsibility and adapt to changing business environments. He is adept at tailoring his consulting approach to suit the individual needs of each client.

Dave completed his undergraduate degree from The University of Minnesota with a Bachelor of Arts in Psychology. He received an M.S. and Ph.D. in Industrial/Organizational Psychology from The Illinois Institute of Technology. He has presented at conferences and published in the areas of organizational culture, leadership development, statistical methods, and employee selection. Dave has supported organizations across a number of industries including financial services, biotech/pharma, energy/mining, retail, higher education, health care, and manufacturing.

Dave lives in Chicago and is originally from Milwaukee, Wisconsin. An ardent Green Bay Packers fan, he loves to travel, be outdoors whenever possible, and spend time with his family. He and his wife have two highly energetic sons.