
DAVID SOWINSKI, Ph.D. PARTNER

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Dave joined Vantage in 2002 and became a Partner in 2014. As a trusted advisor to leadership teams, he helps his clients develop and execute their talent strategies. Through executive selection, leadership coaching and succession planning, he helps his clients avoid costly mistakes and build management teams that drive business performance. His areas of expertise include individual and team assessment and development, competency modeling, succession management, and helping clients build stronger internal talent management capability. His passion lies in helping executives prepare for greater leadership responsibilities 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 research, and employee selection. Dave has supported organizations from many different industries, including energy/utilities, financial services/trading, retail, technology transfer, higher education, health care, manufacturing, and entertainment.

Dave lives in Chicago and originally hails from the great state of Wisconsin. He loves to travel, be outdoors, and spend time with his family.

“The growth and development of people is the highest calling of leadership.”
- Harvey Firestone