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## MICHAEL P. TOBIN, Ph.D. PARTNER

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Mike consults with organizations globally to build their capability in strategic talent management, and assists with issues around succession planning and leadership development. He has developed a methodology for assessing world class talent, and has deep experience in the assessment and coaching of CEO candidates. His Strategic Leadership Model and Top Talent Indicators are cornerstones of the firm's approach.

Mike obtained his Bachelor's degree in Finance from The School of Management at Boston College and a Master's degree in Counseling from Syracuse University. He completed his doctoral studies at Loyola University of Chicago, earning his Ph.D. in Counseling Psychology in 1986. Mike worked for several years as a psychotherapist in the Chicagoland area before joining Vantage in 1994.

Mike spends his free time with his church, his friends and his large family. For amusement, he writes and directs rock and roll plays! And as a result of his frequent consulting in Italy, he has become a hopeless risotto snob.

“Find someone who’s turning, and you will come around.”  
- Neil Young