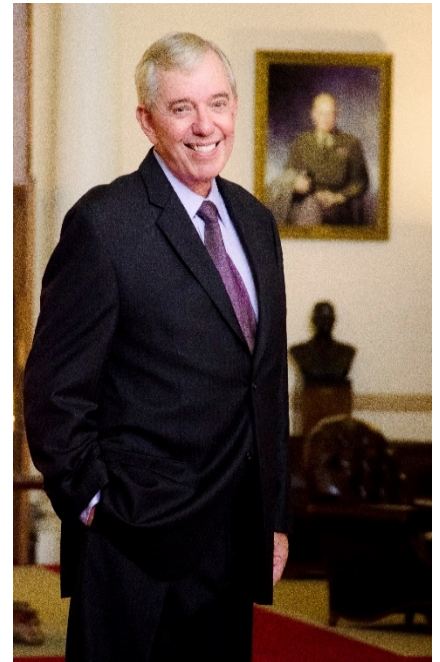


James W. Browning, PhD, Strategic Innovator

A recognized leadership authority, Dr. Browning is a senior leader, professor, leadership coach, author, and speaker.

As a senior leader, Dr. Browning served as Director of the Navy's Command Excellence and Leader Development Division, responsible for all officer and enlisted leadership development policies and programs worldwide. For the first time in the Navy's history he codified the Navy's leadership principles and his Navy leadership (NAVLEAD) courses were made mandatory for enlisted promotion. He instituted major research projects, e.g., women in combat and combat leadership. He researched and analyzed corporate training programs and interviewed senior leaders at Motorola, IBM, Perot Systems, HP, as well as national and international military leadership training programs.



Dr. Browning served as the director of safety, health, and security for five manufacturing plants for Kaiser Aluminum and Chemical Corporation. He was president and CEO of a leadership and management training and consulting firm. Client examples include Westinghouse, the US Chamber of Commerce, the Hilton Corporation, the Ritz-Carlton Corporation, the Youth Partnership Initiative, the US Navy, and the FBI Academy.

He developed the FBI's leadership principles presented by the FBI Academy. Dr. Browning was tasked with turning around a failing training and development function at the Library of Congress (LOC). As the developer of the LOC Corporate University in 1997 and serving as its Chief until 2003, he led a major transformation that resulted in the LOC Corporate University receiving the Deming nomination for the best training and education program in the US Government.

In addition to providing more than 565 learning activities a year, he initiated a formal mentorship program; created and led a US Government-wide training and education summit; established blended-learning programs; created a learning support center; and enabled onsite undergraduate and graduate degree programs. He was a member of the American Management Association's training council in Washington, DC.

As a professor, in 2003 Dr. Browning joined the prestigious Eisenhower School as Professor of Behavioral Science. He served as the strategic leadership course director and faculty and, beginning in 2008, served as the Chairman for the Department of Strategic Leadership. The Eisenhower School's residential program annually teaches more than three hundred senior US government civilians and military officers, foreign senior military, and selected private sector senior leaders recognized as high-performing leaders.

In 2006–2007 he led a nationwide comprehensive analysis of executive leadership programs, including onsite visits with executives and faculty at Harvard, MIT, Arizona State, USC, McGill, Stanford, Wharton, and military war colleges in the United States and the United Kingdom. In addition, he made visits to major corporate universities (e.g., IBM, Dell, Kaiser Permanente, Motorola, and Cisco) as well as key senior leadership providers (e.g., the Center for Creative Leadership, Linkage, Interaction Associates, the Pacific Institute, and the Conference Board.)

Beginning in 2010, Dr. Browning undertook major research into senior leader development and strategic leadership, interviewing more than sixty well-regarded senior leaders between 2010 and 2018. Their insights, anecdotes, and wisdom contributed to the manuscript, *The Truth about Senior Leadership*, and to the development of the Browning Strategic Leadership Model and the Framework for Personal Dimensions.