



**DANIEL THOMANN, PhD**  
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“ DEVELOPING WORTHY LEADERSHIP THROUGH GREAT CONSULTING & GREAT SCIENCE. ”

**D**aniel A. Thomann, PhD is a Senior Vice President and Executive Consultant for Leadership Worth Following, LLC. With LWF, Dr. Thomann specializes in the areas of talent management, leadership development, and organizational performance. He is deeply committed to helping organizations drive sustainable and profitable business results.

Dr. Thomann has more than 20 years of experience in talent management, strategic alignment, organizational development, human resources systems design, and applied organizational research. Dr. Thomann has consulted with large and small organizations in both the public and private sectors, including financial institutions, healthcare systems, insurance companies, professional service firms, city governments, universities, municipal service organizations, and numerous Fortune 250 manufacturing and service organizations.

Dr. Thomann has consulted with clients on aligning their talent with their business strategy while focusing on the ROI of their human capital. He has partnered with his clients in the design and implementation of the top team strategy alignment, succession management, employee development and performance management systems, employment testing and selection/promotion processes, assessment and development centers, and retention programs. As an organizational performance consultant, Dr. Thomann has specialized expertise in applied organizational research and survey design -- helping clients translate survey data into meaningful action and collaborating with internal partners to develop and implement solutions that impact bottom-line results.

Dr. Thomann is often called upon to help business executives design and implement strategic initiatives, develop critical leadership behaviors, and enhance top leadership skills. His expertise in issues-based coaching, assessment, and measurement, coupled with his business and organizational experience, result in the capability to provide excellent insight and advice.

Dr. Thomann received his Ph.D. in Applied/Organizational Psychology from Saint Louis University. Prior to joining LWF, Dr. Thomann was the SVP and Principal of Consulting Services for the Mid-Western region of Right Management. He is also a former Assistant Professor of Management at Southern Illinois University at Edwardsville. Dr. Thomann has authored several articles in the areas of change management, organizational decision-making and influence processes, and human resources management.