

# John J. Casey

# Managing Director of John Casey & Associates



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## CORE COMPETENCIES

### LEADERSHIP

5H Culture  
Servant Leadership  
Netweaving  
CEO and CFO  
Board Member

### INDUSTRY

Consumer Goods  
Retail  
Hospitality  
Manufacturing  
Oil and Gas  
Consulting

### FUNCTIONS

General Management  
Sales & Marketing  
Finance and Accounting  
Human Resources  
Operations

### INTERNATIONAL

Ivory Coast  
Egypt  
Japan  
Spain

### EDUCATION

MBA Harvard Business School  
BA Georgetown University  
Peace Corps  
Al Rappaport

## JOHN'S VALUE PROPOSITION

John is the only search executive who has 19 years as CEO and CFO and earned an MBA in International Finance and Marketing from Harvard Business School. He enjoys helping executives in transition. John seeks introductions to CEOs, CFOs and HR leaders in consumer goods, retail, manufacturing, oil and gas and financial services companies.

His global talent firm, **John Casey & Associates**, focuses on clients and candidates who practice the 5H Culture: Hard Workers, High Achievers, Humble Leaders, Happy Employees, self confident and enjoy working, and Honesty, moral integrity and intellectual honesty.

## BACKGROUND

John's passion for connecting people without expecting anything in return and his career in the search industry came from reading about Albert Schweitzer early on and later Georgetown studies of Teilhard de Chardin. A Jesuit philosopher, Teilhard believed bringing people together was the will of God and the historical imperative of evolution. These writers taught the joy of serving and the ethical goodness of bringing people together.

John always enjoyed connecting and mentoring others, in high school teaching skiing to others, founding Georgetown-to-Georgetown, bringing benefits to community and students and then founding CEO Netweavers, CEOs and trusted service providers, committed to sharing ideas, experience and relationships without expecting anything in return.

His development of the 5H Culture started after Harvard, when he worked

in high achievement cultures, **Baxter Travenol** and **PepsiCo International**. It came together in studies of Bob Greenleaf's Servant Leadership.

Selling and marketing come naturally, coming from a sincere interest in others and willingness to listen actively. John loves branding issues, helping companies and individuals define and communicate their values, what they stand for in the marketplace. He identifies with true "hunters," deal closers.

The other side of John is his passion for numbers and career in finance and accounting as CFO over 13 years. It is all about helping people use numbers to drive shareholder value. Al Rappaport's Creating Shareholder Value and Activity Costing are key tools. John believes in owner-executives and bonuses based on increasing shareholder value.

John comes from a family of entrepreneurs, especially Grandmother Casey who built a famous school to survive the Great Depression. John's startups are **Massimo da Milano**, **Cooking Fresh** and **John Casey & Associates**, each with unique values.

Growing up in an international airline family gave John an early interest in other cultures. He saw value of cross-cultural and cross-functional team building that affects his business beliefs today, seeking talent on a global basis. Teilhard and Schweitzer confirmed his view of a flat earth before the Internet.

The best of John's life is his wife of 40 years, Fran, and their four children, proving you can stay married to your high school sweetheart if you share the same values and principles.