

Robert P. Gandossy
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Testimonials

I have known Robert Gandossy for decades as he has built an outstanding career in the world of human capital consulting. Gandossy combines three attributes that are rare by themselves and are almost never found together in a single individual: 1) a deep, abiding interest in and knowledge of the research and ideas of human capital; 2) an ability to turn those ideas into actionable projects that make substantial and sustainable differences inside companies; and 3) an integrity and professionalism that creates interactions that are honest, direct, and insightful. It is a pleasure to know him.

–Jeffrey Pfeffer

Thomas D. Dee II Professor of Organizational Behavior
Stanford Graduate School of Business

He's the consummate partner: He's a strategic thinker, he possesses a deep insight into the challenges and opportunities for HR and business leaders alike, and most tellingly, a long track record of developing and coaching high-potential leaders. I can say with utmost confidence and certainty that Bob brings value to the table.

–Michael D'Ambrose

EVPHR ADM

In my career when I needed to talk openly, yet confidentially about leadership issues, when I needed to think through a strategic option, when I needed to implement a complex plan, I turned to Bob Gandossy for advice and insight. What he brought to my table was experience, creativity and most importantly, practicality. My HR career was long and successful – Bob was a significant part of that ride! Plus as an adder — he's a good person.

–Randy MacDonald

Former EVPHR at IBM

I have known Bob Gandossy for many years. We have worked together on both an edited book and consulting projects. Bob is uniquely talented. He combines broad consulting skills, vast HR knowledge and real-world experience as a successful business executive. Along with being extremely competent, he is a pleasure to work with. Business and HR leaders have long valued his ideas, insight and practicality. I have the highest opinion of Bob Gandossy and his work.

–Marshall Goldsmith

Author of What Got You Here Won't Get You There

I've long known Bob Gandossy as a brilliant and deeply knowledgeable doctoral student, a talented and imaginative consulting leader, and then an experienced star in HR and organizational change who always saw the big picture while staying grounded in practical, can-do reality.

–Rosabeth Moss Kanter

Arbuckle Professor
Harvard Business School
Chair & Director
Harvard University Advanced Leadership Initiative

Bob Gandossy is one of the best strategic thinkers in our field. He has deep knowledge and experience in organizational culture and change and in the whole human capital arena. He has advised me on strategic and operational matters in a turnaround and a merger and has provided counsel on a number of challenging leadership issues we faced at the C suite level. He is one of my most valued advisors and the guy I generally would call first.

–Yvonne Jackson

Former Senior Vice President
Corporate Human Resources and Chief Human Resources Officer
Pfizer

Bob is one of the leading thinkers and consultants in the world of HR and talent management. He helps craft forward-thinking solutions that have immediate impact on organizations and people. He has had a tremendous influence on my thinking over the years, and has shaped my own evolution as a leader.

–Tina Kao

SVP of Global Talent Management
Schneider Electronics

Bob gave me breakthrough insights, compelling facts and practical solutions on talent strategy and leadership and then partnered with me as we delivered remarkable company-wide results over a multi year period. Bob is rare in this space, having the courage, clarity and outcome focus that sits well with business leaders at all levels who seek out his counsel.

–Steve Richardson

Former SVP/Chief Talent Officer
American Express Company
Currently, President
Diverse Outcomes, LLC

As a seasoned HR professional and consultant there are not many things in my field that I do not have a view about. I think it is good to have a view as long as we remain somewhat open to suggestion and do keep on learning. Well, it was my good fortune, 10 years or so ago, to meet Bob Gandossy and put a face to the name I had envisaged after reading his numerous books and works. Over the years it has been one of my great pleasures to hear Bob speak, and even more so to have him speak with me. His is a distinctive voice that masterfully melds together the interdependencies that are inevitable in big topics such as Leadership, People, Management, Strategy and the meaning of life. I cannot say that I have not nurtured and adopted a few of his ideas, but then he is a generous guru who is happy to share intellectual capital, advice and the occasional laugh over a beer. The best learning experiences are those that we enjoy so I suspect I shall continue to seek Bob out when I think I know it all!

–Jamil Husain

Former Group HR Director
Habib Bank AG Zurich
London and Zurich

They say that a person with “impact” can tell you something in five minutes that you’ll still be thinking about in five years – that’s Bob Gandossy! Bob defines the very best qualities of strategic advisor, consultant and thought leader for his organizational insights; his reliable instincts in identifying and developing HR and leadership talent; his approach to workplace issues and his creativity in framing and solving complex problems; and, as a wise and trusted advisor to senior HR and business leaders. Bob’s style was always straight and direct wherever possible, diplomatic whenever necessary. As an HR educator, I often use his body of professional writing with my students to illustrate the very best thinking and practical scholarship in the field of leadership and workforce development. I would recommend Bob without qualification or hesitation, knowing first hand that he is an individual of enormous talent and personal integrity.

–Denis R. Sullivan

President & Principal Advisor, IdeaStudio
Former VP, Workforce & Leadership Development
Verizon Communications

Bob is one of the leading thinkers in HR and the world of talent. I have long valued his ideas and insights.

–Claire Isnard

Chief Organization Development & Human Resources Officer
Chanel Paris and New York

...I got to know Bob as a strategic thinker and creative problem solver who is able to deliver measurable results by providing simple, clear and practical solutions.

–Dr. Nicolas von Rosty

Corporate Vice President Executive Development
Siemens Munich

Bob has a remarkable ability to draw out strategic insights grounded in research, and creatively apply pragmatic solutions to the challenges we face in talent management and leadership development. He is among the best consultants in our field.

–Kristen Stants Director

People & Organization Development

Biogen Idec

I've known Bob for over 15 years. He is extremely knowledgeable in HR and leadership, thought provoking, and effective at challenging me to think differently. Bob is adept at helping others build knowledge and capabilities, and driving results through people. Over the years, I've valued Bob's counsel, expertise, and thought leadership.

–Bryan Smith

NASDAQ OMX

Senior Vice President, Global Head of Human Resources

Bob Gandossy is a powerful thinker and a great advisor. He's one of those rare consultants who understands both strategy and implementation. Because of the depth and breadth of his experience, he's able to cut to the heart of the issue rapidly and then also work with clients to implement the changes in systems, skills, and behaviors that create real results.

–Andrew Sobel

President

Andrew Sobel Advisors

Author of the international bestsellers Power Questions and Clients for Life

Selected Book Endorsements

"...offers practical insights that give hope for mastering the challenges of the new workforce."

–Dave Ulrich

Author of over 25 books

Co-founder and Partner of the RBL Group

"The best ideas from the best minds on the workforce of the future."

–Marshall Goldsmith

Author of What Got You Here Won't Get You There and Triggers: Creating Behaviors that Lasts—Becoming the Person You Want to Be

"...a must read for all leaders."

–Susan Peters

SVPHR

GE Corporation

"...[the authors] have nailed the three great drivers of leader development. To learn what companies require to become leaders, Leading the way is the way."

–Michael Useem

Professor and Director, the Wharton Center for Leadership and Change, University of Pennsylvania

"...offers actionable insights for business leaders....focus on things that matter: leadership, talent and programs that matter."

–David Cote

CEO

Honeywell International

“...a thoughtful framework for rebuilding trust in business.”

–**Jeffrey Immelt**

CEO

GE Corporation

“An important read...”

–**Roger Enrico**

Former Chairman and CEO

PepsiCo

“...an amazing gift to our field.”

–**Jack Zenger**

Author of the Extraordinary Leader

“... will make you think differently about what to do and how to do it.”

–**Jim Kouzes**

Author of the Leadership Challenge

“...masterful job.”

–**Tom Peters**