



Biography

Josh Otto

Consultant

SEABURY OCI Advisors, LLC

PROFILE Josh is a consultant responsible for leading clients through talent management initiatives, from concept origination to post implementation assessment. Josh successfully leads organization-wide projects that deliver desired business results utilizing expertise that includes: talent assessment, succession planning, change management, leadership development, training design, and development and implementation. Josh tailors recommendations and solutions for each client based on their unique vision, mission, set of values and culture.

Most recently, Josh worked with an organization to develop and implement a talent management strategy aimed at building bench strength. This project began with identifying the critical leadership competencies and associated behaviors. These competencies and behaviors were used to conduct a talent assessment, 360 feedback assessment, and development needs analysis. After completing the analysis, Josh lead the executive team through a succession planning exercise, created an organizational map of talent, and built a leadership development strategy and associated tactics. Josh’s clients include companies in the Financial Services/Banking, Transportation, Auto Rental and Leasing, Healthcare, Uniform Rental and Laundry Services, Foodservice, and Manufacturing sectors.

PREVIOUS EXPERIENCE Prior to Seabury OCI, Josh was a human performance consultant with Accenture. His main responsibilities involved leading the change management efforts for large, transformational projects in the Retail sector. This included leading the training, communication, business readiness, leadership engagement and performance support efforts, in order to ensure successful adoption of the implemented solutions.

- EDUCATION AND PROFESSIONAL AFFILIATIONS**
- B.A., Business Management – Magna Cum Laude, St. John’s University
 - St. John’s University - Alumni Board of Directors
 - Organization Development Network - Member
 - Emotional Quotient Inventory (E-Q-I) Certified Coach



“Driving business results through human capital.”

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