



### Services Offered:

- Organizational Assessment and Design
- Leadership Development
- Executive Coaching
- Team Development
- Human Capital Integration pre and post M&A
- Cultural Assessment and Change Initiatives

### Industry Sectors Served:

Aerospace • Defense  
 Energy • Health Care  
 Biotech • Pharmaceutical • Industrial  
 Automation • Technology  
 Manufacturing

## Larry N. Colson

### Executive Coach & Organizational Change Consultant

Larry Colson is a successful Global VP of Human Resources with over 30 years experience in public and private organizations in aerospace, defense, energy, health care, biotech, pharmaceutical and human capital consulting services industries. He has successfully lead the Human Resources activities for several diverse organizations including Capstone Turbine Corporation, Litton Data Systems, Blue Shield of California/CareAmerica Health Plans, Alpha Therapeutic Corporation and UNOVA Corporation. In addition, he was Vice President of Consulting Services for The Employer's Group, one of the Nation's largest human resources associations. In this position he had full profit and loss responsibility conducting over 400 projects per year with a staff of expert HR consultants operating throughout California.

Larry's career has been focused on improving organizational success through the coaching and development of leadership talent and optimizing organizational design and effectiveness. Larry has also successfully spearheaded the people side of due diligence pre and post mergers and acquisitions leading and managing cultural change initiatives insuring optimum human capital ROI during and after the close of the deal.

In his most recent role as SVP for Capstone Turbine Corporation he partnered with the new CEO to rebuild the executive leadership team as well as directed a set of initiatives to realign the company's culture. These very successful efforts significantly contributed to realizing compounded annual revenue growth exceeding 30% per for the past several years.

Larry is a co-founder of the Senior Human Resources Forum, a group of 130 VPs of HR and is Vice Chairman of the Board of Premier America Credit Union.

Larry received a bachelor's degree from CSU, Northridge and an MBA from the University of Southern California.