

J. W. SMITH & ASSOCIATES



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Johnnie W. Smith, Jr., Ph.D.

Johnnie is president of J. W. Smith & Associates, an international leadership, and organization development consulting firm. He is also a general partner of MSV Consulting, which administers large-scale leadership development initiatives. He has over 30 years of leadership and organization development consulting experience.

Johnnie's practice theme is accountability and includes leadership counseling, development & coaching, team development, complex system change, organization startup, the integration of minorities and women into senior positions, management of differences and the personal & professional development of organization consultants.

Specific strengths include organization crisis intervention, leadership transition, performance assessment, organization analysis & design, cultural diversity initiatives, experientially designed issue resolution, individual, small group and team development.

Johnnie is a visiting faculty member of the Gestalt Institute of Cleveland (GIC), a professional member of the National Training Laboratories Institute (NTL), adjunct faculty of the American University (AU/NTL Master of Science Degree in Organization Development), co-author and designer of the Verizon Black Managers Workshop and Corporate Executive Development Program.

His formal education includes a BSEE, and an MBA degree in Organization Behavior from the George Washington University. A Doctor of Philosophy in Organization Behavior from the Weatherhead School, at Case Western Reserve University. He also completed the advanced graduate Organization & Systems Development and Intensive Group Development graduate programs at the Gestalt Institute of Cleveland, Ohio. He holds numerous professional licenses, affiliations and certifications.

Some past clients are the Inter-Church Council of Cleveland, Verizon, Bell Atlantic, Bell Atlantic International, Freddie Mac, ITT Hartford, MCI, Case Western Reserve University Medical School, Peninsula General Hospital, American University, Howard University, D.C. National Guard, Baltimore City Schools, D.C. Public Schools, National Public Radio, Corporation for Public Broadcasting, National Imagery and Mapping Agency, Turner Broadcasting and the National Education Association.

He is an ordained deacon in the New Redeemer Missionary Baptist Church, Prince Georges County, Maryland, past chair of trustees and currently chair of the Building Fund Initiative.