



John Sturgill
Adjunct Professor
Angelo State University

Accomplished professional with over 30 years of strategic leadership and team building in strategic studies and emergency management.

30+ YEARS

EXPERIENCE IN STRATEGIC
LEADERSHIP & OPERATIONS

EXPERTISE

- ▶ Instructor / Teacher
- ▶ Strategic Leadership
- ▶ Emergency Management

EDUCATION

- ▶ Angelo State University (MS – Homeland Security), 2019
- ▶ Cranfield University (UK Defence Strategic Leadership Course), 2016
- ▶ U.S. Army Command and Staff College (Strategic Studies), 2015
- ▶ Texas Tech University (BFA – Design Communications), 1992

CERTIFICATION & TRAINING

- ▶ AWS Certified Cloud Practitioner
- ▶ U.S. Army Information Operations Course
- ▶ U.S. Army Information Systems Security Monitor Course
- ▶ Emergency Management Institute, FEMA (10 Incident Command System Courses)
- ▶ Bronze Star Medal
- ▶ Meritorious Service Medal
- ▶ Army Commendation Medal
- ▶ Kosovo Campaign Medal
- ▶ Afghanistan Campaign Medal

PROFESSIONAL QUALIFICATIONS

A forward-thinking individual with a record of success in developing and executing strategic plans to drive organizational goals while cultivating an environment of excellence. Performance-driven professional focused on maximizing program effectiveness to increase the engagement of members. Respected, influential leader; a persuasive communicator who effectively engages others to gain support and funding for programs. A consummate relationship-builder with an extensive network of well-placed connections and a polished public presence. Critical thinker who asks tough questions to deliver results that exceed expectations consistently.

EXPERIENCE

Adjunct Professor, Angelo State University | 2020-Present

- Developed academic courses in the field of Emergency Management, Critical Infrastructure, and Federal Immigration Law for third and fourth-year undergraduates in the area of Homeland Security
- Instruct students on opportunities to identify, mitigate and resolve complex issues around natural disasters and adversarial threats that are associated with modern warfare and how federal, state, and local governments respond to them

RELATED EXPERIENCE

Department of Defense SkillBridge Intern, IEM | 2022-Present

- Developed mapped processes to improve the means to account for all new hires among senior leaders and managers to fulfill the client's job requirements by utilizing online tools such as MS Teams, SharePoint, and Microsoft office applications to achieve ultimate collaboration with all stakeholders
- Recruited to bring strategic planning and an operational approach to IEM and its workforce management projects. Collaborated with other divisions, sectors lead, and other Interns to unify programs under workforce management to improve organizational communications and achieve efficient utilization of resources

Various Roles, United States Army National Guard | 1991-Present

Strategic Leader & Senior Program Manager | 2017-Present

- Maintained accountability of over 16,000 service members within the Texas Army National Guard through human capital management of personnel actions that included on/off-boarding and talent management, successful within the Top Five of national rankings

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- Key Joint Staff intergrader of the Texas Military Departments management program that successfully intergraded over 2,000 Army and Air National Guard service members with cross-leveling of excess positions that resulted in cost savings of \$2.5M in manning resources
 - Led as a C-Suite trusted agent in Human Capital Management in restructuring the full-time force staffing program of more than 1,500 military positions, reduced overhead of over 140 invalid positions within six months, and cost savings to the organization of over \$5M
 - Tracked and maintained accountability of over 12,000 service members during Hurricane Harvey and the 10,000 service members supporting the Texas Border Mission Operation Lone Star

Chief of Operations & Project Manager | 2007-2017

- Served as a Chief of Operations of four multifunctional units at the operational and strategic level of war for over ten years
- Supervised the training and advice on the strategic planning directives for six subordinate units totaling over 3,600 Soldiers and 1,800 within the Texas Army National Guard Homeland Response Force
- Project manager for three large-scale training exercises comprising over 3,000 Soldiers and \$30M in resources, nested with training strategies that produced three ready-force capabilities to meet global, Federal, and state response missions
- Senior Operations consultant that developed strategic training exercises in collaboration with multinational partners and civilian contractors with cost savings of over \$800K in risk mitigation procedures of a forward operating base in Afghanistan that resulted in zero loss of life of over 6,000 service members and civilian contractors
- Implemented the core competencies of the Texas Military Department's civil disturbance support programs through measurement of force capabilities, data analysis of response times, and deliverables of manning requirements through three major hurricane seasons
- Led a highly diverse team of 65 military recruiters in the North Texas areas of Dallas/Fort Worth and Eastern Texas, exceeded the senior leadership goals within twelve months to bring in 1,200 new Soldiers from a highly competitive market share

Operations Manager | 1991-2007

- Served as a military advisor to a senior executive in Kosovo that oversaw daily collaboration among internal staff actions and multinational partner's executive relationships, provided risk mitigation strategies for the personal safety of the individual and his primary staff for all external site visits throughout the theater of operation
- Developed, trained, and supervised a ten-personnel cybersecurity team that nested with the national-level senior executives at the Pentagon J6 strategic goal of countering operational cyber security issues, resulted in team building and meeting the requirements six months ahead of schedule and monitoring over 120K open-source website across all Western hemisphere among United States Army Active Duty, Reserves and National Guard units
- Hand-selected as a company commander of an Infantry unit to lead and train the 130+ Soldiers assigned for global response missions and integrate a new field weapon system into the Texas Army National Guard, the Bradley Fighting Vehicle
- Served as a maintenance manager that supported the logistical requirements that comprised of recovery, maintenance, and direct support of several multifunctional units within an armor division that included force capabilities of tanks, personnel carriers, vehicles, weapon systems, and other land combat support systems