

John Sturgill

Adjunct Professor – Angelo State University

SUMMARY

Accomplished professional with over 29 years of technical, operational and strategic leadership experience in multi-discipline environments. A visionary leader with a proven record of developing empowered cross functional teams and strategies to drive revenue-based results incorporating best practices among senior executives, their staffs and cooperation with multinationals, and interagency partners. Self-motivated team builder, mentor and coach that believes in talent development and creativity with process discipline.

Having an enthusiastic attitude and working hard to ensure good practice is demonstrated across all areas of Human Capital Management, from planning quality activities, to communicating with senior executives and liaising with other staff primaries.

EDUCATION

Angelo State University *June 2016 – December 2019*

Master of Science (MS), Homeland Security
3.917 GPA; National Honor Society, Order of the Sword and Shield

Texas Tech University *August 1988 – December 1992*

Bachelor of Fine Arts (BFA), Design Communications

RELATED EXPERIENCE

Angelo State University – San Angelo

Adjunct Professor August 2020 – Present

Instructor of undergraduate students within the Department of Security Studies and Criminal Justice.

Courses:

- Disaster Preparedness and Emergency Planning (BOR 4330) Fall 2020
- Critical Communication Infrastructure (BOR 4301/ISSA 4304) Spring 2021
- Federal Immigration Law (BOR 4345) Spring 2021

United States Army (Texas Military Department) – Austin, Round Rock, Fort Worth

Senior Director of Human Resources June 2013 - Present

Managed a comprehensive human resources team that provided strategic oversight at different levels of the Texas Military Department, from company to organizational levels of Human Capital Management. Oversaw the development and implementation of human resource aspects of executive level policy, administrative on-boarding and off-boarding of workforce, legal compliance, succession planning and change management.

Duties:

- Maintained accountability of over 15,000 service members of the Texas Army National Guard in advancements and on/off-boarding management.
- Executive trusted agent and senior consultant of a 5-person team of military service members and civilians.
- Assessing design and efficiency of 2,000 assigned full-time Army and Air National Guardsmen daily, resulting in organization wide transformation by conforming vacancies and excess positions throughout the workforce, resulting in savings of over \$25M annually.
- C-Suite trusted agent as a human capital consultant, responsible for organizational design restructuring and more than 1,500 talent management moves over a two-year period.
- Principle senior human resources consultant in more than three emergency management exercises with federal and state interagencies and supported the deployment and accountability of more than 12,000 service members during

AREAS OF EXPERTISE

Leadership

Strategic Operations

HR Administration

Evaluating team performance

Planning and Training

Maintaining records

RELATED EXPERIENCE *(continued)*

United States Army (Texas Military Department) – Fort Worth, Afghanistan, Kosovo
Deputy Chief of Operations June 2005 – June 2013

Served as Deputy Chief of Operations in support of senior executives training directives that encompassed six subordinate units totalling 1K in workforce.

Duties:

- Project manager for multiple large-scale training exercises encompassing 1,500 personnel and \$30M in resources, nested with training strategies of senior executive, produced three trained units of 200 personnel to meet global response capabilities.
- Senior operations consultant in developing training strategies with multinational partners and civilian contractors in risk mitigation to enhance physical security measures of a forward operation base in Afghanistan, cost savings to the government of over \$800K.
- Managed the organization's civil support program, developed strategic operational measures to fulfil all mission requirements, analyse data and presented detailed reports to senior executives in delivering essential assets and resources to support federal and state interagencies during three major hurricane seasons.
- Senior consultant to a senior executive on daily administrative scheduling with host nation leaders and multinational partners, strategies on risk mitigation & management, and coordination between C-Suite and staff primaries.

United States Army (Texas Military Department) – Greenville, Fort Worth, Austin
Operations Manager August 1991 – June 2005

Served as an operations manager consisting of multiple roles and duties to include manager of more than 130 personnel and \$10M in equipment, recruitment of 1,700 new trainees within two years into the Texas Military Department, and training personnel on new web applications in cybersecurity.

Duties:

- Hand selected as a company commander to lead and train service members on new implementation of the Bradley Fighting Vehicle, strengthen our global response to a diverse and complex environment.
- Lead 65 recruiters in a highly competitive market share within the Dallas/Fort Worth area, exceeded senior executive's recruitment goals for Texas, supported the overall national level organization of providing resources assets for all combatant commanders globally.
- Developed, trained, and supervised a 10-personnel cybersecurity team, supported national level senior executives in countering cyber operational security issues throughout the Western hemisphere of all United States Army units, implemented use of new web applications within 2 months.

Williamson-Dickie Mfg. Co. – Fort Worth
Web Designer January 2000 – January 2007

Global Group Printing – Fort Worth
Senior Art Director January 1999 – January 2000

FlightSafety International – Hurst
Art Director August 1995 – January 1999

Tandy Leather – Fort Worth
Graphic Designer August 1994 – August 1995

COURSES

Defence Academy of the United Kingdom – Cranfield University
Defence Leadership Seminar February 2016 – March 2016

United States Army Command and General Staff College
Strategic Studies and Military Design Methodologies June 2014 – August 2015

PERSONAL SKILLS

Tactful & articulate

Teamwork

Perseverance

Attention to detail

Confident

Flexible & adaptable

Positive attitude

PROFESSIONAL

Decision making

Supervising

HR Systems

EO Policies

Mentorship

CONTACT

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