

Les Woller

Biographical Sketch

Les Woller consults with businesses, Not-For Profits, government agencies, and academic organizations. He specializes in leadership development, executive selection and succession, assessments, and organizational effectiveness. Les is also the author of “*The Skill*”, which is a definitive “how-to” guide to improving one of the most critical and applicable skills of the future - adaptability.



Les has worked internationally building high performance organizations and consulting with senior leaders. A “centerpiece” of his practice is the practical application of research in personal and organizational change.

Les has 40 years of experience in research, manufacturing, retail, healthcare, information technology, financial services and insurance business sectors. He has also worked extensively with international NFPs, NGOs, and government agencies.

Prior to starting his consulting practice he was vice president of human resource planning for Battelle Memorial Institute. Les was also with General Electric in the Medical and Chemical Group and was a chancellor of the International Water Academy in Oslo, Norway.

He consults with a wide variety of organizations. Les has frequently evaluated internal and external candidates for key positions and has functioned in an advisory capacity to Boards of Directors and executive search firms in the CEO succession process. Les has performed board effectiveness evaluations, including individual board member feedback.

Les is one of the pioneers of the Learning From Experience interviewing process. This approach features evaluations of competencies and learning agility as the primary predictors of future performance. The LFE process is a “technology insertion” into existing selection systems and has greatly enhanced organizations’ capabilities to select top performers.

Les holds a Bachelor of Science degree in psychology from the University of Wisconsin. He is a past board member of the Human Resource Planning Society and a former Chair of their professional development committee.