

ABOUT THE AUTHOR

After a long career in public education Jim earned his PhD at the University of Connecticut and moved into the private sector where he created the Delta Group Network, Inc. Dr. Spina is a member of The Authors Guild USA. He worked full-time as a successful independent management consultant for 41 years alongside his beloved late spouse Lori J. Spina who passed away in 2021. In addition to short-term consulting engagements in various industries such as manufacturing, technology, hospitality, and small legal firms, he and Lori obtained long-term talent management consulting engagements in the multi-media industry and in large county and state government agencies. Jim and Lori also served as full-time faculty Lecturers at the R. H. Smith School of Business at the University of Maryland in College Park until their retirements in 2017. Both received top teaching ratings from undergrad and grad students.

They were also recognized for excellent performance for the R. H. Smith School of Business at College Park, and campuses in Baltimore, Washington D.C., Switzerland, and China. Jim continues to consult but now spends most of his time writing. This is business book #5 and his first solo work after four previous works co-authored with Lori. The other books present topics to build a solid base of essential management knowledge with illustrations on how to use the concepts to take leadership in organizations. They feature management of change, effective succession planning, a new look at HR, and new ways to satisfy the needs of all organization stakeholders.

Jim takes the reader through all the elements facing someone who desires to become an independent management consultant and take charge of one's own career. He provides the insight to making the desire a reality. He has been where you are going. This is not his first rodeo. His philosophy of education is to accept students where they are in personal and business development and take them as far as possible in enhancing the skills needed for success. He believes that this book will help emerging consultants to guide business leaders who long for specific ways to bring changes to improve talent management.