



# MANAGEMENT VISION, P.C.

**JOHN J. EARLL**

**- Statement of Qualifications -**

## Expertise

- 23 years of progressive business experience helping organizations attain the next level in effective human performance through in-depth operational performance practices.
- Blending knowledge of operational, management, financial and human factors to enhance organizational performance.
- Development of effective operations manuals, functional flowcharts and policy & procedures to document and guide organizational effectiveness.

Throughout a career with top rated national professional and private organizations, as well as his many small and medium sized business clients, human factors have risen to a central focus of John's expertise. Using professional psychological tools, including; personality testing, cognitive testing, leadership questionnaires, and organizational assessment surveys John is able to discern best practices for increasing the effectiveness for broad array of organizational types.

## Services Offered

➤ Personality Testing and Assessment	➤ Organizational Assessment Survey
➤ Leadership Development and Training	➤ Operational Flowcharting and Planning
➤ Pre-employment Counseling	➤ Activity Based Profit Analysis
➤ Executive Career Counseling	➤ Financial Management Consulting

## Experience

### **Management Vision, P.C. - Missoula, Montana. 1995-Present**

Owner: Management, accounting and tax and consulting services. Strategic planning for businesses; including organizational & leadership development, cost accounting systems, management consulting and financial planning.

### **Montana Rail Link, Inc. - Missoula, Montana. 1989-1995**

Director of General Accounting: Supervised preparation of financial statements, budgets, and tax reporting. Established and supervised development of procedures and internal controls with company departments. Provided supervision, reporting and management information to all departments and executive officers. Developed and implemented cost accounting and systems analysis for various segments of company operations.

### **Peat Marwick Main & Co. - Billings, Montana. 1987-1989**

Senior Tax Specialist: Involved in all phases of tax return preparation, review, research and consultation for corporations, partnerships, individuals.

## Education

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- B.S. in Business Accounting, Montana State University
- M.S. in Psychology - Industrial/Organizational Specialization, Walden University
- Walden University – Courses and study in Ph.D. program – Organizational Psychology

## Professional Associations and Certifications

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- Certified Public Accountant, State of Montana, License # 2769
- Montana Society of CPAs
- American Psychological Association
- Society for Industrial and Organizational Psychology

## Additional Information

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Management Vision, P.C. Website at <http://www.managementvision.com/> includes additional information along with client testimonials, newsletters and other publications authored by John.

**Additional client and professional references are available on request.**