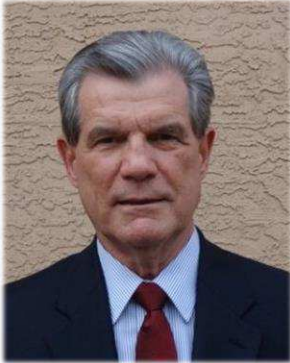


JOHN COSGROVE BIOGRAPHY**JOHN
COSGROVE**

John provides a complete solution to peer group members and leadership team clients that enables them to conduct Strategic Thinking and Execution Planning with the One-Page Strategic Plan to achieve their vision.

John and his partner, Rick Johnson, also have a team of advisors/coaches that can provide expertise in sales, marketing, finance, people development and training. They grew a startup peer group practice as part of a franchise and were twice recognized as international partner of the year.

Using a combination of collaborative discussions, coaching by questions, consulting and facilitation, they have worked with more than 150 companies over the past 14-plus years. They have effectively supported a variety of industries including technology equipment, software development, SaaS, medical devices, health care services, manufacturing, construction, call centers, distribution and education.

John and his wife of over 30 years, Jan, have two children and four grandchildren. They enjoy travel, fine dining, theater and watching football.

Executive Summary:

John Cosgrove has over 45 years of management and leadership experience ranging from multiple startups to three national companies. He has served on national telecommunications boards, including NATA, MMTA and ECA, and on the advisory boards for companies such as Avaya, Cisco and NEC. John has provided expert testimony before numerous public utility commissions, judicial proceedings, U.S. Trade Commission, U.S. Congressional Sub-Committee on Telecommunications and U.S. Senate Anti-Trust Committee. He received the Thomas F. Carter Award, the industry's highest award, in recognition of his public service.

Industry Specialties

- Computer/IT/Software Development
- Legal Services
- Manufacturing/Production
- Marketing
- Medical Health

Coaching Specialties

- Growth
- Execution
- People

Specific Expertise

- Strategy
- Product marketing and management
- Leadership development
- New business development
- Sales and marketing

Current

- AZ Growth Advisors, Managing Member
- Southwest Valley Literacy Association, Advisor
- Four Decisions® Certified Coach, Gravitas Impact Premium Coaches

Past

- MMTA, Board of Directors
- AAAME (small minority & women owned companies) mentor & teacher
- St. Thomas Presbyterian Church, President

Education

- B.A., Michigan State University
- Four Decisions® Certified Coach, Gravitas Impact Premium Coaches
- Numerous technology industry programs/courses