



**Dr. John (J.R.) Flatter**, Ph.D. (Major, USMC, Ret.) is a leadership practitioner, scholar, professor, coach, and consultant for government and commercial organizations across the globe. He primarily focuses his academic and consulting engagements on developing leadership competencies through organizational leadership development *programs* – which create their unique value from the intersection of scholarship, methods, and experience.

As the founding owner, J.R. serves as Flatter, Inc.'s Chairman, as he has since its beginning in 2002. In this position, he leads Flatter's global operations from the front – visiting each program personally to ensure his teams are motivated and performing up to Flatter's standards of excellence.

Concurrently, as Flatter's Chief Learning Officer, J.R. leads all leadership development and coaching projects and programs. Flatter DoD customers during its 17 year tenure include but are not limited to the National Defense University; the Naval Criminal Investigative Service; Naval Sea Systems Command; Naval Air Systems Command ; Marine Corps Systems Command, Marine Corps Training & Education Command; the Air Force Chief of Staff, the Army War College, and the Defense Logistics Agency.

Prior to founding Flatter, Inc., J.R. served 22 years of active duty in the U.S. Marine Corps – rising from Private to Staff Sergeant before receiving a Commission as a Second Lieutenant and eventually retiring as a Major. His leadership positions during this career included serving as a Platoon Sergeant, Drill Instructor, Platoon Commander, and Company Commander. His staff assignments include a tour at HQMC as a Manpower Planning Analyst, Manpower & Reserve Affairs Think Tank Fellow, and Chief of Naval Operations Anti-Terrorism / Force Protection Program Manager. His overseas deployments included multiple assignments – to include service in Operation Restore Hope in Somalia – during which time he conducted both humanitarian relief and combat operations. Immediately prior to his retirement, J.R.'s final assignment was at the Naval Criminal Investigative Service.

J.R. complements his leadership skills, business experience, and analytical acumen with a strong educational background that includes a Bachelor of Arts in Business Administration from the University of Washington – with a concentration in Organizational Design, a Master of Science in Management from the Naval Postgraduate School – with a concentration in Multi-Variate Regression Analysis, and a Ph.D. in Public Administration from The George Washington University - with a concentration in Leadership Development.

J.R. is happily married to the former Alicia Flores and they have four grown children and eight growing grandchildren – with more on the way!

