



**John W. Hendrickson**  
Partner

John is responsible for the research, design and delivery of competency-based applications and systems. Although John consults to a variety of industries, he has specialized experience with assessment and development applications inside technology businesses. He has designed and implemented customized recruiting programs and accelerated learning applications for industry leaders in hardware and software. His clients have also included prominent companies in consumer products, chemicals and pharmaceuticals, energy, utilities, and financial services. He works with a variety of functions inside these organizations, ranging from sales and marketing to finance, engineering, manufacturing and customer service, where he focuses on job profiling, talent management and recruiting. He has also helped his clients redesign and web enable their HR systems and tools to make them more accessible, efficient and strategically aligned.

Prior to Cambria, John was an internal human resources consultant at RCA and Shared Medical Systems, where he held labor relations, recruiting, and training and development roles. This experience gives him an insider's appreciation of the challenges and constraints of the HR function with an external's perspective on what best practices look like inside innovative HR client organizations.

John received a BA from the University of Maryland and an MS in Public Administration from American University. He has presented at ASTD national conferences, the Institute of Financial Education, Linkage, Inc. conferences and the IEEE Career Conference. He is also the author of several published articles on human resource development issues.