



NEWS RELEASE
For Immediate Release

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COE NAMES WILLIAM ZANOW AS VICE PRESIDENT CONSULTING SOLUTIONS

Rockville, Md. (June 30, 2011 – The Center for Organizational Excellence (COE) today announced that William L. Zanow has joined the firm as vice president for consulting solutions, the division of COE that advises federal agencies about organizational improvement and human capital systems. In this role he will be responsible for ensuring that COE achieves outcomes that deliver lasting value for clients by strengthening and expanding COE’s team of experienced consultants and building COE’s capacity to deliver a wide range of solutions.

“We are very pleased to welcome someone with Bill’s depth of experience to our leadership team,” said Steve Goodrich, president and CEO of The Center for Organizational Excellence. “His extensive track record of combining technology and human capital management to create insightful and highly focused solutions to organizational effectiveness challenges will translate into great value for our clients.”

Prior to joining COE, Bill served for five years as a senior vice president with Arrowpoint Corporation, a consulting firm specializing in information technology and human capital performance solutions. As the senior operations executive, he was responsible for developing and executing operating and business development strategies across employees located in twenty-two states.

“I look forward to this opportunity to bring my expertise to a company that is working with integrity, smarts, and skill to improve performance in the federal sector,” said Bill Zanow. “This is a time of great change when COE’s mission is even more relevant, not only to the agencies we work with, but to our country.”

Previously, as a senior program manager at CPS Human Resource Services, a self-supporting agency of the state of California specializing in HR consulting for government agencies, Bill was charged with managing the largest human capital program ever outsourced by the federal government. The program involved recruitment, assessment and the annual hiring of 15,000 Transportation Security Administration employees for the nation's 450 airports.

His experience includes leadership positions at the director or vice president levels at firms offering a range of technology, training, and human capital management services, including Manchester, Regional Consulting Services, Inc., Star Mountain, Inc., and SAIC-American Systems Engineering Corporation,

Bill is a decorated Army officer and Master Army Rotary Wing Aviator with over 2,000 combat hours. While in the Army he served as an organizational development and change management consultant to headquarters and unit level organizations.

Bill holds a Bachelor of Science degree in business management from Armstrong Atlantic State University and has a Masters degree in business management from the University of Southern California. He is a certified Program Management Professional (PMP).

About COE

For over 25 years, The Center for Organizational Excellence (COE) has helped federal agencies measurably improve their efficiency and effectiveness through a broad range of management and technology solutions. COE offers performance management, program evaluation, strategic human capital consulting, organizational assessment and development, as well as enterprise system development, data warehousing, and other technology solutions. COE's performance management software, GoalOwner, is the first to be built from the ground up to meet the requirements of federal agencies. For more information about COE, visit www.center4oe.com. For more information about GoalOwner, our suite of performance management software, visit www.goalowner.com.