



*Alan Landers*, President, Founder

FirstStep OD & Training

Alan is an OD and Training consultant with over 35 years of experience leading organizational development and organizational effectiveness projects in organizations. He has headed FirstStep OD & Training for 17 years and has over 25 years of experience as an internal and external OD consultant. He is a Past-President of ATD San Diego.

Alan's specialties are accountability, empowerment, and teams. His clients include many Fortune 500 companies such as: General Motors, AT&T, Microsoft, Hewlett-Packard, Texas Instruments, HJ Heinz, and NCR, among others. Alan has also given generously of his time to work with the San Diego Natural History Museum, Volunteer Centers of America, The United Way, the Tariq Khamisa Foundation, and the Tanana Chiefs Conference in Fairbanks Alaska. He has led executive seminars at universities across the country including: Southern Methodist, Texas A&M, Washington State, Auburn, Michigan State, San Diego State, UC San Diego, and UC, Davis.

An expert facilitator, Alan has worked with Isuzu of America, the EPA, IBEW, and UAW to help resolve performance issues as well as draft strategic plans. He is a skilled change agent who has helped organizations design and implement complex change initiatives to improve bottom line results.

Alan has consulted to multi-national corporations in China, Taiwan, and Hong Kong. In addition to leading FirstStep OD & Training, Alan is also CEO of FirstStep Communications, an international BPO firm with operations in Islamabad, Pakistan. He is fluent in Mandarin Chinese and has a Master's Degree in HRD and an undergraduate degree in Asian Studies.

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