



John Guziak

Senior Consultant

John is a strategic transformation leader, executive coach and organizational development consultant, with more than 30 years of experience helping organizations transform culture and accelerate performance. He partners with boards, CEOs, and senior leadership teams to align strategy with culture, strengthen leadership capability, and lead confidently through complexity and growth..

John's expertise spans executive team acceleration, leadership development, change management, and mergers and acquisitions. Drawing from his firsthand experience building, scaling, and successfully exiting businesses, he brings a rare operator's lens to his advisory work. He is known for helping leadership teams clarify direction, increase accountability, and create measurable performance impact during periods of transformation.

Prior to joining Cascade Leadership Partners, John founded and led Deloitte's Human Capital Advisory practice across 18 countries in Central Europe. He built a high-performing regional team and co-invented the Hybrid Team Scan—the first 360° assessment designed specifically for hybrid teams, now a Deloitte global asset. Throughout his career, he has worked with JPMorgan, Żabka, Lufthansa, Kellogg, Siemens, Volkswagen, and other multinational organizations. He is also a co-founder of the International Coaching Federation (ICF) Poland.

As a professor at IE University Madrid and keynote speaker, John regularly addresses global audiences on leadership and the future of hybrid work.

John holds a BA in Foreign Affairs from the University of Virginia, completed the Owner Directors Program at INSEAD, and studied Economics at Jagiellonian University as a Kościuszko Scholar. Based in Europe, he speaks Polish, English, and Spanish. Outside of work, he enjoys skiing and spending time with his family.

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