

Steve Shoemake

Leadership Lecturer, Managing Partner



Steve brings more than 20 years of Leadership and Management Consulting experience to GLP. He currently serves as Managing Partner for Vaco Cincinnati, which he launched in 2014 to help lead the company's expansion into the Ohio Valley region of the US. Prior to joining Vaco, he led RGP's Information Management Practice for the region, helped grow that practice from the ground up, and expanded it throughout Ohio and surrounding states. Steve came to RGP through the 2009 sale of his former company, Xperianz, for which he led the Enterprise Technology group and oversaw process, organizational, and technology solutions at public and private companies, for profit and not-for-profit organizations, and US-based and foreign nationals. He supported more than seven markets at Xperianz and was one of the founding members to build and drive the market capitalization of that company. Earlier in his career, Steve provided leadership for nearly a decade at Accenture as a member of their highly selective Process Excellence Practice then founded his own successful consulting firm, which Xperianz acquired in 2004.

Steve has written several articles on the topic of Performance Management and frequently speaks about change – particularly at the intersection of business and technology. He is also a published fiction novelist, launching his first two books *In Pursuit of Wisdom* and *In Need of Protection* as part of the Dark World Saga Trilogy.

Steve holds a BS from the University of Michigan in Electrical Engineering and is passionate about helping people change when change is needed.