



Stephan Wronski



Stephan (Steve) Wronski is a trusted advisor to organizations that want their leadership development programs to become strategic engines for building future leaders. For more than 30 years, he has partnered with many of the world's most respected companies to design, refine, and deliver high-impact early-career leadership development programs that strengthen talent pipelines and deliver measurable business value.

As President of **RJ Wronski Associates, Inc.**, Steve specializes in helping organizations launch new leadership development programs and reinvigorate established programs that need renewed alignment with evolving business needs. His work

focuses on ensuring programs are strategically designed, operationally sustainable, and deeply valued by both participants and senior stakeholders.

Steve's perspective is grounded not only in consulting expertise, but also in firsthand experience as an LDP participant. Early in his career at May Department Stores, he began in the company's Assistant Buyer Leadership Development Program, later advancing into the Buyer Leadership Development Program after being recognized as *Assistant Buyer of the Year*. In his first buying role he managed \$20M in annual sales across 42 stores while coordinating a network of 47 vendors and contributing to enterprise-level vendor strategy through two corporate steering committees.

That experience sparked a lasting passion for developing early-career talent. Through his work recruiting, mentoring, and managing program assignments, Steve saw firsthand how well-designed leadership development programs can transform careers and organizations alike.

Since joining Wronski Associates in 1998, Steve has helped organizations across industries—including **media, telecommunications, manufacturing, energy, financial services, healthcare, pharmaceuticals, aerospace, defense, and technology**—build stronger leadership pipelines through thoughtfully designed development programs.

His work spans the **full lifecycle of leadership development programs**, from strategy and architecture to delivery and optimization. Steve is particularly known for helping organizations navigate the complex stakeholder landscape surrounding these programs—aligning business leaders, HR partners, program teams, and participants around a shared vision for success.

Steve has helped design or reimagine leadership development programs for organizations including **GE, Johnson & Johnson, Citi, Nielsen, EMC, Hexcel, Pacific Life, John Hancock, NBCUniversal, Grocery Outlet, and the Centers for Disease Control**, among others.

He brings deep experience across all six dimensions of the **LDP Connect Maturity Model**, including:

- Mission & Measurement
- Support & Operations
- Talent Profile
- The Learning Journey
- Building Community
- Brand & Reputation

Steve works closely with LDP leaders to ensure their programs are not only well-designed but also visible, valued, and continuously evolving to meet organizational needs.

Areas of Expertise

- Leadership Development Program strategy and design
- Program redesign and revitalization
- Strategic gap analysis and stakeholder alignment
- Learning journey architecture
- Measurement and ROI for leadership programs
- Assignment leader selection and development
- Program governance and operations
- Building program brand and internal advocacy

Steve is passionate about helping organizations secure a positive ROI on their LDP initiative by **turning leadership development programs into signature experiences that attract top talent, accelerate leadership readiness, and strengthen the future of the business.**