



## BIO

# Dr. Anthony R. Garcia Sr.

## LTC U.S. Army (Ret)

Anthony R. Garcia, Sr., Ph.D., (LTC Ret.) is the President & Co-Founder at Purepost Inc., the only cloud-based software company that fully-translates military service members experience into transferable civilian skills, job titles and descriptions. He is the creator of the Intellectual Property and Science behind Purepost. Purepost uses Behavioral, Organizational and Systems Science (BOSS) to advance Veterans' careers and help companies quickly and easily bring America's best talent into their workforce.

Dr. Garcia served for 20½ years in the United States Army and held a variety of command and leadership positions in both the United States and Germany. He successfully commanded three times at both the company and battalion levels; and served as a certified organizational effectiveness staff officer. Dr. Garcia is the recipient of the Army's Legion of Merit Service Medal.

Since leaving the Army, Dr. Garcia has worked in the private sector for 27 years, holding executive leadership positions at two major U.S. firms and teaching positions in two universities. He possesses deep domain knowledge of how both military and civilian organizations run and the crucial skills necessary to be successful in each. He is a recognized expert in the "Skills and Transformational Approach" to leadership and followership. Dr. Garcia is a master leadership practitioner, researcher and theoretician, who specializes in the transfer of human performance capital, as it applies to the transition process of moving from the military to the civilian sector or moving from one civilian industry to another.

As noted above, after leaving the U.S. Army and prior to joining Purepost, Dr. Garcia held several significant civilian leadership positions as a corporate executive. He served as the Director of Manufacturing Operations, Director of Human Resources, Senior Corporate Consultant for Leadership and Organizational Transformation, and Manager of Leadership and Organizational Development for a major U.S./Mexico retailer and manufacturer. He served as Director of Leadership, People and Work Effectiveness for one of the largest U.S. security printing and marketing companies, where he played a significant role in the company being recognized as a "2001 Malcolm Baldrige National Quality Award" recipient". Dr. Garcia also served as founder and President of G<sup>3</sup> Leadership & Organizational Consulting, Inc. Finally, he served as a Core Assistant Professor of Leadership in the Leadership Studies Doctoral Program at Our Lady of the Lake University and as an Adjunct Professor of Organizational Development at the University of the Incarnate Word, both located in San Antonio, Texas.

Dr. Garcia was educated at St. Mary's University (B.B.A.); the University of Oklahoma (MHR) Organizational Development; and Our Lady of the Lake University (Ph.D.) Leadership Studies. Additionally, he is a graduate of the Army's Command and General Staff College and the Army's Organizational Effectiveness Center and School where he gained his certification as an organizational effectiveness consultant. His doctoral dissertation was entitled, "A Study of the Relationship among the Constructs of Transformational and Transactional Leadership and Conflict Management Style". In 2015, this study was rated one of the 25 Most-Accessed Dissertations and Theses of 1.7 million full-text graduate works across all subject areas.