



Facilitating individual & organization
self-awareness, growth & transition



Charles S. Vogan, Jr.
OD Consultant, Executive Mentor

Agility in the market place, maintaining operations that are effective and efficient, and fueling success, are highly demanding undertakings, all woven through, the most complex elements of your enterprise, your people. How a leader's vision, strategic goals, active integrity and business culture resonate with their team are the foundational elements of the organization's success and profitability where desired, as well as their team members sense of purpose and value. "Look for the best in your people and organization, hoping to find it, you will." Chuck Vogan believes that when you do, and you build the mantra of your internal brand as an integrated system. You then have a launching point to achieve unbounded levels of success from the resulting ignition in individual enterprise and commitment from within your team.

Executive Mentor Chuck Vogan has over 30 years of experience in the military, government, and private sector partnering with individual leaders and managers to tailor operating frameworks that are adaptive to individual leadership styles and team composition. Chuck's approach builds on the fundamental, but challenging premise that there is a synergy between the success of the organization and fulfilling the fullest potential of its team members. His concept of an "Optimum 'V'©" is based on leveraging the inherent individual potential of an organization through building flexible and adaptive processes that maximize team identity, instilling individual senses of self and organizational worth, and enabling the stability of process consistency, purpose, and commitment to broad levels of success. He casts aside rigid line relationship structures that suffocate personal and professional enterprise and collaborates with our clients as a true partner in their successes by working as a team towards achieving organizational and individual goals.

Chuck's reputation is for implementing adaptive processes that build on strategic plans, setting goals, articulating their relevance to achieving individual and organizational successes, enabling multi-level communications, and then allowing those processes to flourish. As the President and Founder of The Pharos Partnership, Inc., Chuck's enterprise 'partnerships' have included work with Anteon Corporation, Basic Commerce and Industries, Inc., TAC Associates, the Missile Defense Agency, the Navy's Sea Systems Command, the Office of the Chief of Naval Operations, and the Office of the Secretary of the Navy (Research, Development and Acquisition).

Chuck holds a BS in Engineering from the U.S. Naval Academy, and an MS in Systems Technology from the Naval Postgraduate School in Monterey, California. He lives in Edgewater, Maryland with his wife Linda and their Golden Retriever, Savannah. In his spare time, he enjoys the tranquility of the Chesapeake Bay in *Ever After*, their 34' Catalina sailboat, or with a smooth swing/tempo (hopefully!) on a local golf course.