

JOHN S. URBAN, SR.

1896 NEW LONDON TRNPK
WEST WARWICK, RI 02893
513-659-5016 CELL

CANDIDATE: WORLD LACROSSE PRESIDENCY

PROFILE:

John has a long history of successfully building and managing lacrosse and business entities that have thrived locally, regionally, and nationally. His success has been developed through his focus on collaboratively building attainable goals, the plans to achieve them, attracting the best available talent to pursue them, and supporting that talent with resources to accomplish their mission.

BUSINESS AND COACHING PHILOSOPHY:

First and foremost, none of us is as strong or as smart as all of us working for a common purpose.
Second, the hallmark of great organizations is their ability to grow through inclusion as opposed to exclusion.
Third, put people in jobs they want to do and they will be more motivated and more productive.
Fourth, seek input from as many sources as possible because people will support the things they help create.
Fifth, clearly define expectations and give authority to get the job done at most effective level of the business.
Sixth, reward, reward, reward positive performance and praise your team at every opportunity.... inside and outside of the organization.

LACROSSE BACKGROUND:

McDonagh School

Reisterstown, MD
8th Grade Starting Defenseman on HS JV Team 1959
1960-63 Starting Defense HS Varsity
All-Maryland '61 Honorable, '62 1st team, '63 2nd Team
1986 Hall of Fame Inductee

Mt. St. Mary's University

Emmitsburg, MD
Co-Founder, Head Lacrosse Coach 1966

Mt. Washington LC

Baltimore, MD
Defense 1967-69

Bowie/Washington LC

Bowie, MD
Defense 1970, 1973-74
Head Coach 1971-73
USCLA All-Star 1973

Capitol Area Lacrosse Officials Assoc.

Washington, DC
Youth & High School Official 1976-77

Thomas Jefferson High School

Alexandria, VA
Inaugural Coach 1984

Lake Ridge Youth Lacrosse Club (LRYLC)

Lake Ridge, VA
Co-Founder, Coach 1988-92
LRYLC Service Award 1992

Mass Bay Youth Lacrosse League (MBYLL)

Boston, MA
Co-Founder
Commissioner 1993-95
Chair, MBYLL Annual Jamboree Committee

Sudbury Youth Lacrosse (SYL)

Sudbury, MA
Founder
Coach 1993-99

USLacrosse

Eastern New England Chapter

Member 1994-2005, 2009-2018
President 1994-97
Co-Chair, Host Committee, National Youth Jamboree (2000-01)
Recipient, New England Lacrosse Coaches Association Man of the Year Award
Member, Eastern New England Hall of Fame

Southern Ohio Chapter

Member 2005-2008
Chair, Strategic Planning Committee

National Board

Member 1995-2002
Chair, Chapters Committee
Chair, Strategic Planning Committee
Member, NGB Executive Director Search Committee

Kings High School

South Lebanon, Ohio
Head Varsity Lacrosse Coach 2006-09

Cape Ann Youth Lacrosse (CAYL)

Gloucester, MA
Head Coach U-13 2013-14

Beverly-Cape Ann Select Youth Lacrosse (BCAYL)

Beverly, MA
Coach U-15 2015-16

Federation of International Lacrosse

Member, Olympic Vision Committee 2016-19
Co-Chair, Fundraising Committee

BUSINESS BACKGROUND

Professional Summary

John's career has focused on building and managing advisor-based distribution networks for the Financial Services business sector. He has accomplished his goals by building relationships with successful firms and individuals at the local, regional, and national levels. He has served in Senior Officer capacities with John Hancock, Prudential Financial, and Ameritas Life Insurance Co. and their Broker/Dealers as a Series 24 General Securities Principal. His successful accomplishments include building, implementing, and managing a full-service company-wide financial planning system, growing firm revenue above plan for six consecutive years, building a marketing consulting business from scratch to a firm generating sustained net profit status in less than 18 months, attracting leading individual and firm distribution entities for his companies.

For the past ten years, John has served as an Executive Recruiter for Professions LLC which serves the human capital needs of Top 50 Insurance Companies, Major Broker/Dealers, and several large Independent Pension Investment Management firms. His client list includes such companies as AXA Advisors, Ameriprise, Guardian Life Ins. Co., John Hancock Financial, LPL Financial, MassMutual, Securian Financial, and others.

John is described as a goal-oriented leader with an open personality and a tenacious drive that inspires others. He is highly motivated to achieve results by forming collaborative relationships with others who share a similar vision and commitment. His history is marked by being an effective leader with a full understanding of the business process and how to use it to support his teams' missions and support needs.

Work History

2009-present

Executive Recruiter

Professions LLC

Beverly, MA

Accountable for achieving firm goals by networking, sourcing, attracting, and placing executive management talent for the financial services industry. Clients include the Top 50 US Insurance companies, Major Broker/Dealers, and Large Independent Marketing groups.

Major focus is bringing talent to firms that distribute financial products through advisor-based distribution channels. Responsible for managing a discreet territory while helping other colleagues achieve their individual goals.

Have been a top producer for the past nine years and have recently reduced work load to a semi-retired status to focus on family issues.

2007-2019

Stafford, Hughes, & Urban

Gloucester, MA

Principal

Operate a companion Marketing Consulting & Recruiting Services business that delivers Market Development Programs and Recruiting Managers' Trainings for our Financial Services clients who have needs to build knowledge and skills of their in-house staffs.

Primary objectives are to improve the ROI on their human resources and reduce turnover by increasing effectiveness and productivity by building and delivering customized programs for their firms.

2005-2007

Ameritas Life Insurance Co.

Cincinnati, Ohio

Western Regional Vice President

Responsible for managing and growing a regional sales business with 40 offices, 300 sales representatives, and 6 staff members. Consistently achieved or exceeded production goals.

Added nine new franchises, expanded producer base by 40 reps. and was the Leading Region in the company.

2003-2005

Prudential Financial

Newark, NJ

Vice President

Led a nationwide 79 Sales Offices and 4 Professionals staffers with the responsibility for attracting, hiring, and integrating Exceptional Sales Producers in the highest producing levels of the industry. Major accomplishment was the hiring of the Company Leading Producer for the past 15 years and placing another 90 into the other offices. Achievement was enabled by designing a new attraction and acquisition financing program that was unique to the industry at the time.

1999-2002

iSalvex.com

Boston, MA

Vice President

Part of a Senior Management team of a start-up Insurance Salvage Exchange designed to trade recovered salvage claim property through an internet portal that would elevate the ROI on previously ignored property by offering it to markets around the world that had little to no access to any markets of scale in their regions.

Responsibilities involved raising funds from private investors and venture capitalists, designing and building a virtual platform for the buyer side of the trading, hiring staff, negotiating contracts with vendors, and attracting buyer networks around the world.

1992-1999

John Hancock Financial

Boston, MA

General Director

Responsible for running a national initiative to upgrade the talent and productivity of the General Agency Division by sourcing, attracting, hiring, and transitioning Agency acquisition groups into the company. Required extensive travel, developing feasibility studies for each group, financial modeling, contract development, deal negotiation, and production tracking against plans and ROI targets. Accomplishments included successfully hiring 7 of the Top 20 Agencies in the company, growing revenue above plan for six consecutive years, and meeting ROI run rate expectations.

Early Career

Baltimore-Washington area

Field Vice President

Owner/Principal

Personal Sales

EDUCATION AND PROFESSIONAL LICENSES

Mt. St. Mary's University

Emmitsburg, MD

BS History/Political Science

FINRA

Series 7 and Series 24 Securities Licenses