



Mr. Watson is currently the CEO of StrategicHire and Without Excuses, located in Reston, VA.

Mr. Watson specializes in the location of diverse middle and senior level management personnel across a broad range of industries. Additionally, Mr. Watson's Without Excuses organization delivers professional development programs across a wide swath of executive skills – both hard and soft skills.

In 2001, Mr. Watson served as Director of Personnel, for Virginia Governor Mark Warner's Transition Team with primary responsibility for the construction of Governor Warner's Cabinet and senior staff. Prior to this work, Mr. Watson spent significant time with the Eastman Kodak Company, the Gartner Group and Robert Half International.

Mr. Watson is a cofounder of The Exchange, an African American CEO Council, Chairman of the Virginia High Tech Partnership, former Chairman of the Greater Reston Chamber of Commerce and sits on the Board of several commercial entities.

Mr. Watson is a frequent speaker at professional development events and to corporations. A recent sampling: Inc Magazine Conference, MTV Networks, Lifetime Television, National Black MBA Entrepreneur's Conference, National Association of Minorities in Communications, Women's Business Network, Conference of Minority Public Administrators, Emerging Business AOL, Time Warner, Freddie Mac, Hampton University, Sallie Mae and many others.

Mr. Watson's unique perspective has been sought and featured in The Wall Street Journal, Black Enterprise, Fast Company, Business 2.0, The Washington Post, The Chronicle of Philanthropy, American Banker Magazine, Diversity Inc. and other periodical publications. Mr. Watson has also been profiled in American Way Magazine (American Airlines In-flight publication).

Mr. Watson's book – "Without Excuses: Unleash the Power of Diversity to Build Your Business" will be published in October 2006 by New York based St. Martin's Press.

Mr. Watson is a passionate advocate for progress through excellence and truth. His personal slogan for success is "Subtle Pressure, Relentlessly Applied".