**Justin W. Carter, Ph.D.**

A person in a suit and tie

Description automatically generated with medium confidenceJustin Carter, Ph.D. is a senior consult with Vantage Associates. Justin graduated from the University of North Alabama with both his bachelor’s and master’s in Business Administration and was in one of the first graduating classes of Harvard Business School’s Credential of Readiness, passing with high honors. He also holds a M.A. in Organizational Leadership, Ph.D. in Human Capital Management., and is a member of Phi Kappa Phi and Beta Gamma Sigma honor sociates.

Dr. Carter has spent the last twenty years educating students and business leaders about the importance of strategic planning. As a professor, consultant, and executive coach, he is a leader in the field of business strategy.  His research on organizational behavior and performance has been published in numerous journals including Inc., Forbes, and Psychology Today.

With over twenty years of business experience, Dr. Carter has led strategy sessions and development programs for companies across a wide range of industries using his ability to explain abstract concepts in engaging, interesting and thought-provoking ways.  In addition to consulting, he is a Professor at the University of North Alabama, where he teaches strategic management for both undergrad and graduate business students.  Before joining Vantage Associates, Justin worked as an internal consultant for Vulcan Materials, providing coaching and developing leadership programs.  Justin also worked with automotive, pharmaceutical, and government clients as a consultant for Aon/Hewitt and ADP.

His success helping organizations navigate the rapidly change business world has led to speaking engagements with organizations like the International Positive Psychology Association, Association of Talent Development, American Management Association, International Personnel Assessment Council, and the Senate Subcommittee on Employment and Workplace Safety.

In his personal life, Justin treasures family, staying active, and spending time on the lake with his wife Jennifer, two beautiful daughters Loren and Lannah, and his son Mason.