

Recommendations of Consultants who have worked on Agency Strategic Plans

Consultant	Referring Chief	
Don Burnett burnett96@aol.com	Dennis Hegwood	Atascadero PD
Bob Norman RGN Consulting rnorman@volcano.net (209) 296-4917	Randy Sonnenberg Rick TerBorch Bruce Tognetti Wesley Bowling	Foster City PD Arroyo Grande PD Colma PD E. Palo Alto PD
PERF Police Foundation Washington, D.C.	Greg Cowart John Foster	Milbrae PD Grass Valley PD
Rich Hughes Hughes/Perry Assoc. (707) 785-3086	Brian Brady	Novato PD
Rich Thomas righjeff@aol.com (805) 640-1266 (805) 798-0595	Rick TerBorch	Arroyo Grande PD
Tom Estensen Organizational Effectiveness dogranch3@aol.com (805) 933-9723	John Hensley Barney Melekian Greg Cowart Cam Sanchez Gary Hicken Steve Krull Joseph DeLadurantey	Cypress PD Pasadena PD Milbrae PD Santa Barbara PD Buena Park PD Oakdale PD Irwindale PD
Lee Weigel (retired COP – Palm Springs) Palm Springs	Gary Jearndon	Palm Springs PD
John Heiss Hughes/Perry Assoc. (707) 785-3086	Greg Cowart Jim Rose	Milbrae PD Pinole PD
Gartner (formerly Warner Group) John Arnstein (818) 710-8855	Ron Scott Rick Emerson	Livermore PD Chula Vista PD
Rich Brown Results Group rickresult@aol.com (707) 577-0818	Mike Dunbaugh	Santa Rosa PD
Transformation Team – Division of Counseling Team Wayne McAfee/Nels Klyver (714) 396-4464	Robert Martin	Corona PD
Norm Traub PMW & Assoc.	Mannie Ortega Joseph DeLadurantey	Bell Gardens PD Irwindale PD
Deloitte & Touche Stephen Lee (916) 288-3920	Bob McDonell	Newport Beach
Eric Allenbaugh, Ph.D. Lake Oswego, OR (503) 635-3963	Tom Soberanes	Walnut Creek PD

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