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John Hrastar has more than twenty five years of experience as a CEO, interim CEO, and CEO Advisor. He founded InterSource, a CEO Advisory firm, in 1990. The primary focus of the firm is the transitional stages of growth at the critical junctures in a company's lifecycle. Having been both an owner and a CEO he has a unique perspective on the effect of the personal ownership concerns that drive business management issues. He is now an advisor to leaders of private companies, family businesses, and non-profit organizations. Mr. Hrastar works with leaders to realize and enhance their performativity as they create and execute their strategic plans. He is a founding partner of the Greater Washington DC Family Business Alliance, and a member of the Association for Corporate Growth, NeuroLeadership Institute, Society of International Business Fellows, Exit Planning Exchange, Omicron Delta Kappa (National Leadership Honor Society), and Mensa.