



Steve Zaffron

Cofounder of Vanto Group

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In 1992, [Steve Zaffron](#) co-founded Vanto Group, a San Francisco-based consulting firm that creates large-scale initiatives to improve organizational performance. Over the course of his time with the firm, Steve Zaffron has led corporate initiatives for a number of Fortune 500 companies, including Apple, GlaxoSmithKline, Reebok, BHP-Billiton, Petrobras, and Polus Group Japan.

*Also an author and speaker, Steve Zaffron co-wrote with Dave Logan the book *The Three Laws of Performance: Rewriting the Future of Your Organization and Your Life*. The book discusses performance in business and presents a theory about what leads to strong results. He also has spoken on related topics at events hosted by Harvard Business School and the Marshall School of Business at the University of Southern California.*

Active in his professional community, Steve Zaffron remains affiliated with the International Performance Improvement Society and the American Society for Training and Development. In his free time, he enjoys playing the saxophone and clarinet, and he plays in jazz ensembles whenever the opportunity arises.

EXPERIENCE

Vanto Group

CEO

Mar 1992 - Dec 2016

Werner Erhard and Associates

Senior Program Leader / Executive

May 1982 - Jan 1991

EDUCATION

University of Chicago

MA

Philosophy

Sep 1966 - May 1967

Cornell University

BA

Philosophy

Sep 1962 - May 1966