

Dr. James P. Young, Jr.

Founder & Chief Executive Officer,
Concordant Healthcare Solutions, Inc.

Experience. Leadership. Innovation. Performance.

Dr. James P. Young, Jr. is an executive leader, organizational researcher, educator, certified course designer, and consultant with more than four decades of experience in healthcare, business development, leadership, and organizational performance improvement.

His commitment to human-centered leadership began with a life-changing childhood experience. At age twelve, he underwent high-risk cardiac surgery, an experience that shaped his lifelong belief in the importance of human-centered dignity, compassion, trust, and accountability.

Throughout his career, Dr. Young has worked across medical technology, cardiovascular healthcare, organizational consulting, executive leadership, and higher education. His experiences with organizations such as Procter & Gamble and Johnson & Johnson helped shape his understanding of how values-driven leadership influences trust, organizational culture, and sustainable performance.

He earned a PhD in Organization and Leadership and spent fifteen years in higher education, including service as an Associate Department Chair supporting graduate healthcare and business administration programs. As a certified course designer, he combines academic research, executive experience, and adult learning principles to develop practical leadership education for complex organizational environments.

Helping Leaders Harness the Value of Human Diversity

Dr. Young helps leaders and organizations avoid the pitfalls of identity diversity and harness the value of cognitive and life-experience diversity by applying human-centered leadership, care, and culture, powered by performance-driven diversity principles.

His approach recognizes that demographic representation alone does not ensure innovation, employee engagement, or exceptional performance.

Instead, leaders must develop the competencies necessary to recognize individual capabilities, encourage different perspectives, establish psychological safety, create equitable opportunities, and align diverse contributions with measurable organizational goals.

Through Concordant Healthcare Solutions, Dr. Young has developed an integrated Human-Centered Leadership model connecting leadership, care, and culture with innovation and Best-in-Market Performance.

The model is supported by the Performance-Driven Diversity Engine, which connects human insight, empathy-driven design, and performance accountability to help organizations develop innovative solutions and evaluate their results.

Leadership Development Beyond Healthcare

While Dr. Young's experience includes extensive work in healthcare, his leadership philosophy and educational programs are designed for organizations across industries.

He helps executives, managers, and organizational development professionals strengthen the performance of diverse individuals and teams in business, higher education, government, nonprofit organizations, and other competitive markets.

His work emphasizes practical leadership competencies, evidence-guided decision-making, employee engagement, organizational culture, customer experience, innovation, and measurable results.

A Commitment to Best-in-Market Performance

Dr. Young's professional mission is to advance a leadership philosophy in which human dignity and organizational performance reinforce one another.

He believes organizations create sustainable competitive advantages when leaders understand diverse people, develop talent, build trust, encourage innovation, and hold themselves accountable for outcomes.

Personal

Dr. Young is an honorably discharged Vietnam War veteran. Married to his high school sweetheart, a member of Alpha Phi Alpha Fraternity, Inc., Board Chair Emeritus, Big Brothers, Big Sisters of Metropolitan Detroit, and enjoys reading, researching, boating, golfing, and do-it-yourself (DIY) projects.

He holds a Ph.D. in Organization and Leadership, a Master's Degree in Organization and Leadership, and a Bachelor's Degree in Mechanical Engineering.