

JON MATSUO

OBJECTIVE:

Seeking the opportunity to bring exceptional, scalable success to organizations, through cutting edge human and organization development strategies, methodologies, and skills.

SUMMARY:

I have brought dramatic results to clients through a unique set of organizational improvement strategies and skills. Clients in: HR services, education, telecommunications, construction, financial services, manufacturing, IT, earth science, health care, and non-profits. A proven leadership and organizational success model consistently demonstrates that the most chronic problems are overcome not by solving the problems, but by the increased capability of the organization which no longer has characteristics formerly regarded as problems.

PROFESSIONAL EXPERIENCE:

Jon MATSUO LLC – (Present)

Owner/Principal, Organization Development consulting, coaching of professionals. Assisting corporate, team, and individual professionals through coaching. Focus is on helping organizations and individuals to reach their potential by overcoming their most chronic issues, and establishing a growth path that will enable significant change to occur through changes in mindset, and a new definition of leadership.

Dept. of Transportation – Airports

Management Analyst

Divisional Legislative liaison, monitor, propose legislation, draft testimony and bills, prepare reports to the legislature. Analysis of operations, management, and processes, prepare recommendations and plans to assure compliance with rules, and statutory requirements, draft new administrative rules and procedures. Initiate reorganizations, advise managers and deputy on management issues, organizational issues.

Principle-Centered Solutions

Principal

Management consulting practice in organization development (O.D.), employing a unique, model of organizational success, driven by the mutual personal success of leaders and teammates. Based upon a results focus, universal success motivation, a no-fault management paradigm, accountability, character-based leadership skills, and a goal-achievement culture. Core strategy: the Re-definition of standards and critical concepts such as values, leadership, new thinking strategies, new paradigms of effectiveness, and establishing the preeminence of doing what's right.

Accomplishments:

- 180° turnarounds are instantaneous. Crisis situations involving widespread antagonism turned into cross-functional collaboration and high morale.
- Client-driven change model through CEO coaching.

Bank of Hawaii

IT Administration/Operations Planning/Internal Consultant

Duties: Strategic planning, high level communications, management training and development efforts, internal process improvement, performance coaching and facilitation.

Accomplishments:

- Developed leadership skills of managers in a two-year program
- Guided senior management through challenging HR issues
- Introduced process improvement teams to significantly improve service levels.
- Solved chronic long-standing IT project issues.

SPECIAL SKILLS AND ABILITIES

SYSTEMS THINKER:

Highly analytical perspective and knowledge of systems, and organizations result in the ability to discern the root cause of any complex problem, to see the “moving parts” of situations, and to produce rapid remediation of the most complex, emotionally charged, chronic situations.

COMMUNICATIONS

Ability to understand and explain complex processes and concepts with clarity. Expert coach in leadership and organizational improvement. Authored numerous articles on leadership and organizational improvement. Designated writer of high level correspondence for CEOs and department heads, strategic white papers. Acted as confidant and advisor to all past executives for management issues, resolving the department’s “unsolvable” problems.

THOUGHT LEADERSHIP:

- Developed successful organization change and leadership model after years of working with chronic, previously unsolvable organizational issues.
- Directly confronts traditional thinking and decision-making processes, addressing problems at their most fundamental level.
- Strategies and processes involve aligning Managers and subordinates to begin regarding each other as pathways to each others’ success, converting them to partners in the organization’s success.
- Primary Focus: developing and shaping the thinking and perceptions of managers, to unlock the sources of success that are already within easy reach.

EXECUTIVE COACHING:

Employ an effective system for coaching by changing attitudes, and motivating people toward new goals, by overcoming their attachment to the status quo through the shifting of paradigms.

EDUCATION:

BS. Business Administration - Lewis and Clark College

COMMUNITY INVOLVEMENT:

Leader, Boy Scouts of America
Counseling at Halawa Prison, OCCC, Hawaii Youth Correctional Facility
Member, Federal Law Enforcement Foundation (FBI) – Mentor for At-Risk Children
Red Cross, Community Preparedness volunteer