



### **John Mattone's Executive Coaching Bio**

John Mattone is widely regarded as the world's leading authority on the **Future Trends of Leadership Development & Talent Management**. In 2011, he was named by the prestigious **Thinkers50** as one of the fastest rising stars in the field of leadership development. Recently, he was named by **Leadership Excellence Magazine** as one of the world's top leadership consultants, speakers and coaches.

John Mattone has served as an internal and external executive coach for major organizations for over 25 years. He built his perspective from in-depth training in industrial/organizational psychology, early professional work with Stone & Webster Engineering Corporation and Conoco, Inc., as well as his experience as a senior operating executive at a large consulting firm.

John has facilitated Linkage's Coaching Leaders Certification Program and certifies external and internal consultants on a variety of assessments. John is an experienced C-Suite coach. He also specializes in coaching high potential and emerging leaders. He coaches leaders from a variety of functional areas including sales, marketing, operations, and human resources.

John's coaching approach blends in-depth diagnostic assessments that identify a leader's "inner-core" values, character, beliefs, emotional make-up and behavioral tendencies (both mature and derailer traits) with "outer-core" assessments such as 360-Degree surveys and leadership interviews which reveal how effectively the executive executes the "outer-core" skills and competencies required for success. John works closely with the executive coachee and sponsoring team to create an individual development plan that leverages the coachee's enduring strengths and addresses their development needs with a passionate focus on achieving measurable behavioral change and improvement.

### **Some of Notable Coaching Achievements of John Mattone include**

- Coached more than 200 executives from 250 organizations (e.g., AgFirst Bank, BASF, Chesapeake Energy, Cobb Electric, Conoco, FedEx, HCA Corp, Navy Federal Credit Union, Tennessee Valley Authority, etc.)
- Selected in 2011 to the prestigious *Thinkers50* “Guru Radar”, recognizing the leading business thinkers in the world.
- In October, 2012 named by *Leadership Excellence Magazine* as one of the world’s top leadership consultants, speakers and coaches.
- Addressed more than 500,000 people in over 2,000 speeches and seminars in the U.S., Canada, and other countries worldwide
- Co-author of *Trends in Executive Development Research Report* (Pearson, 2011) and *Powerful Executive Coaching* (AMACOM, 2012).

John holds a B.S. Degree in Management and Organizational Behavior from Babson College and an M.S. in Industrial/Organizational Psychology from the University of Central Florida. John serves as an executive MBA faculty member at Florida Atlantic University where he teaches his popular course Global Leadership Assessment and Development. He is also an adjunct faculty member at the Owen School of Management at Vanderbilt University.

He is a member of numerous professional associations including the Society for Industrial and Organizational Psychology and is certified as a Master Corporate Executive Coach (MCEC) by the Association of Corporate Executive Coaches. He also serves on the editorial advisory board of Recruiting Trends Magazine.

### **John Mattone’s Partial Client List**

Allied Van Lines  
Ameritech  
American Veterinary Management Association  
Arco  
AT&T  
BASF  
Blue Cross/Blue Shield  
Boston Edison  
Bristol Myers Squibb  
Canadian Broadcasting Corporation  
Chesapeake Energy Corporation  
Central Intelligence Agency  
Citicorp  
CVS  
Dean Witter Reynolds  
Detroit Edison  
DuPont

First Interstate Banks  
Florida Power & Light  
Georgia Power  
Green Mountain Coffee Roasters  
IBM  
Internal Revenue Service  
Liberty Mutual  
Miles Pharmaceuticals  
Navy Federal Credit Union  
Nyack Hospital  
Regions Bank  
SmithKline Beechum  
Sonoco Products  
State of Alaska  
State of Florida  
State of New York  
Tennessee Valley Authority  
United States Air Force  
United States Army Corp  
of Engineers  
United States Defense  
Mapping Agency  
United States Department  
of Agriculture  
United States Department  
of Energy  
United States Fish and Wildlife  
Ventana Roche  
Wake Forest University

### **John Mattone's Representative Assignments**

**Client: CEO of this one billion dollar line of business in a multi-billion dollar corporation**

**The Need:** An executive has been appointed the new CEO after the unexpected resignation of his predecessor after a stormy board meeting. The board has given the new CEO a challenge: turn this company around in six months. The previous CEO was well liked. The new CEO is reserved, but fair and objective. Goals of the assignment included:

- Obtaining the immediate acceptance of his leadership from senior executives
- Quickly communicating a clear vision to the rest of the company
- Obtaining objective and honest feedback and advice early-on

**Results:** The new CEO asks John Mattone for help as he knows he may not get the objective feedback or advice early on that is required. He quickly established himself with his senior team

and established his compelling vision for the company. Within six months, the new CEO had increased revenues, reduced costs, and had re-established profitability to this line of business.

**Client: Senior executive team of a multi-billion dollar transportation company**

**The Need:** After reviewing its succession plan, a large transportation company identifies two potential replacements for the VP of customer service. Goals of the assignment included:

- Assessing each executive's "inner core" values, interests, character, beliefs and behavioral tendencies.
- Assessing their leadership capability and readiness to assume the VP of customer service position
- Coaching each executive for six-months

**Results:** One executive is hired to replace the VP who was promoted to SVP of customer service. The other candidate was promoted to another VP position based on her growth and development from the coaching experience.

**Client: Senior executive team of a multi-million dollar information technology company.**

**The Need:** After reviewing its succession plan, a large information technology company identifies a potential replacement for the VP of Marketing position, however, she is shy, introverted and under stress becomes aggressive and arrogant. Goals of the assignment included:

- Coach her to become more open and extroverted
- Coach her to be more aware of her "derailer" tendencies under stress
- Create an actionable, individual development plan to strengthen her emotional intelligence

**Results:** John Mattone employs both 360 and objective assessments and engages in a series of coaching sessions over the next six months. This executive begins to show marked changes--- she started to open up, was more expressive and outgoing—which had a dramatic impact on her team. As she connected her new behavior with improved results, she became a very strong leader and within a year had secured the promotion.

**Client: Senior executive team of this international paper company.**

**The Need:** An international company has a goal of increasing market share in the United States by a certain percentage in two years. Goals of the assignment included:

- To support this objective, the senior executive team wanted to corroborate that the required competencies were the ones already isolated as critical; and
- The required competencies were actually possessed by the senior leaders responsible for achieving this goal.

**Results:** Thus, John Mattone implements his Stealth Competency Mapping Process™ (SCMP) to verify that the team has, in fact, isolated the critical competencies. In addition, through the

use of 360-degree interviews, executive interviews, and Hogan assessments, each leader meets with John Mattone to create individualized plans to improve his or her performance based on these goals. Market share goals were met in the 1<sup>st</sup> year.

**Client: One of the leading real estate law firms in the U.S.**

**The Need:** A senior partner of this leading real estate law firm hired John Mattone to help him strengthen his emotional intelligence and people skills. Despite this attorney's success, the other senior partners had tolerated his belligerent style but it was beginning to adversely impact the firm's overall success. Goals of the assignment included:

- Helping the senior partner become more self-aware of his behavioral style and its' impact on employees and clients.
- Helping him understand that his overall success and impact as a senior partner could in fact be enhanced by embracing and executing a stronger "people orientation"

**Results:** After six months of coaching by John Mattone and follow-up surveys with his key stakeholders, the results were unanimous: all stakeholders reported a significant improvement in the senior attorney's emotional intelligence, sensitivity to others, and people skills.

For More Information:

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