

# John Mattone



John Mattone is widely regarded as the world's leading authority on the Future Trends of Leadership Development & Talent Management. He was recently named by Thinkers50 as one of the fastest rising stars in the field of leadership development. The Thinkers50 is the definitive global ranking of management thinkers and is published every 2 years. John was ranked as one of the world's emergent thought leaders on the 2011 Thinkers 50 "Guru Radar" list.

As one of the fastest rising stars in the field of leadership development, John Mattone is recognized globally as an inspiring keynote speaker, prolific author, and highly sought-after executive coach. He is known throughout the Fortune 500 as a cutting edge thinker in the area of trends in executive development and identifying and developing high-potential and emerging leaders.

Prior to relaunching JohnMattonePartners, Inc., John was the Vice President of Global Assessment Services for Linkage, Inc., where he was responsible for the firm's global assessment practice. Prior to Linkage, John was the Senior Vice President of Sales for Drake Beam Morin, the global career and outplacement firm. Before joining DBM, John spent 10 years building his first successful consulting firm, Human Resources International.

John has consulted for more than 250 organizations and addressed more than 500,000 people in 2,000 speeches and seminars throughout the U.S., Canada, and other countries worldwide. John is a prolific author having written seven books as well as over 100 professional articles and book chapters including the award-winning *The Role of Assessment in Driving Operating Results*, published in Jac Fitz-enz' book, *The New HR Analytics* (AMACOM, 2010) and *Predictive HR Leadership*, published in Jac Fitz-enz' Workforce Intelligence Report (2008). John's latest two books, entitled *Talent Leadership: A Proven Method for Identifying & Developing High-Potential Employees*, and *Unlocking & Unleashing Your Executive Potential* (Foreword by Marshall Goldsmith), are being published and released by AMACOM in September, 2012 and March, 2013, respectively. In addition, John is the co-author of the 2011/2012 *Trends in Executive Development Research Report* (Pearson, 2011), which is widely regarded as one

of the most authoritative and respected global research studies in the field of leadership development.

John holds a B.S. Degree in Management and Organizational Behavior from Babson College and an M.S. Degree 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 & Development. He is also an adjunct faculty member at the Owen School of Management at Vanderbilt University. John also serves as a Sr. Talent Management Consultant and Master Executive Coach for Executive Development Associates (where he also served as President).

*"John Mattone's Stealth Leadership Model is a great way to integrate leadership development, succession planning and strategic workforce planning efforts within an organization. John does a fantastic job describing it in easy terms yet conveys its powerful ability to drive desired results. John's energy, humor and content are engaging!"*

**Vice President, Talent Management  
Kohl's**

## John's Clients-Partial List

Allied Van Lines	IBM
Ameritech	Internal Revenue Service
American Veterinary Management Association	Island Peer Review Organization
Arco	Liberty Mutual
Art Institute of Philadelphia	Manchester (NH) Credit Union
AT&T	Miami Valley Development Center
Augusta Mental Health Institute	Miles Pharmaceuticals
Automotive Services Association	Morehead State University
Bank Atlantic	National Automotive Conference
BASF	National Board of Realtors
Berkley College	National Tour Association
Berkshire Medical Center	Navy Federal Credit Union
BIC	Nebraska Machinery Inc.
Blue Cross/Blue Shield	Neighborhood Healthplan
Boston Bar Association	NE HR Association
Boston Edison	New Jersey Board of Realtors
Boston Police Department	New York State HR Directors Association
Bristol Myers Squibb	Nyack Hospital
Casket Manufacturer's Association	Ontario Coffee Services Association
California Autobody Association	Private Healthcare Systems
Canadian Broadcasting Corporation	Regions Bank
Chesapeake Energy Corporation	Rohm Tech
Chief Executives Roundtable	Ryder
Central Intelligence Agency	Schlegel
Citicorp	Smithsonian Institution
City of Pittsburgh	SmithKline Beechum
Club Resorts	Society for Nutrition Education
Cobb Electric	Sonoco Products
Colombo	South African Further Education and Training Leadership Initiative (SAFETLI)
ConMed Linvatec	State of Alaska
Concorde Financial	State of Florida
Connecticut Department of Social Services	State of New York
CVS	State University of New York
Dean Witter Reynolds	State Police of Rhode Island
Detroit Edison	St Mary's Hospital
DuPont	St. Joseph's University
Energyst	Tennessee Valley Authority
First Interstate Banks	United States Air Force
Florida International University	United States Army Corp of Engineers
Florida Power & Light	United States Defense Mapping Agency
Georgia Power	United States Department of Agriculture
Golf Course Owners Association of America	United States Department of Energy
Green Mountain Coffee Roasters	United States Fish and Wildlife
Hazeltine	Ventana Roche
Holcim	Wake Forest University
HR Association of Long Island	Young President's Organization
Hughes	

**Thinkers50.com**  
John Mattone is ranked among the world's leadership experts

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*"When it comes to professional speakers--you have no peers. You gave our leaders the inspiration and knowledge to overcome their own internal obstacles and roadblocks to becoming their absolute best--and you were able to achieve this goal in a sincere and humorous way."*

**Jerry Dickenson,**  
Former Chairman of the Board, Club Resorts, Inc.  
Dedman Chair in Club Management  
Hospitality Management  
University of North Texas



2011 Thinkers50  
"Guru Radar" Selection

World's Leading Authority on  
Trends in Executive Development

Author of Cutting-Edge Research  
on Identifying & Developing  
High-Potential Leaders



*"John Mattone is one of the world's innovative thinkers in the field of executive development and human capital management."*

HR Executive Magazine

*John Mattone was keynote speaker at the 2011 annual leadership symposium of the South African Further Education and Training Leadership Initiative (SAFETLI). We hired John because of his international exposure to leadership development and his expertise in addressing CEO's and senior executives. John's three speeches were highly informative, interactive, dynamic, and fun! We were honoured to have John Mattone address our group!*

**Dr Liezel Frick**  
Senior lecturer & SAFETLI Co-ordinator  
Centre for Higher and Adult Education  
Stellenbosch University (South Africa)

## John Mattone's Topics

### Future Trends of Executive Development & Talent Management

This engaging and insightful program is based on John Mattone's "Trends in Executive Development" research published by Pearson, the world's leading education company. This program is geared for CEO's, leaders of HR and operations, and future leaders. Mr. Mattone's research is widely regarded as one of the most authoritative and respected global research studies in the field of leadership development. John Mattone's Twenty 2020 concept offers a powerful and compelling look at the future of talent management and executive development. The Twenty 2020 concept identifies the critical 20 leadership development and talent management practices that must be implemented and executed immediately by any organization to successfully mitigate their operating risk and ensure their survival and viability-through the year 2020 and beyond.

Available as a Keynote; Half-Day or One-Day Session.

### Talent Leadership: A Proven Method for Identifying & Developing High-Potential Employees

This program is based on John Mattone's new Book by the same title. This program is geared for HR professionals and operations leaders who are charged with designing, implementing and/or conducting talent assessment and development processes and practices. Mattone's proprietary "Stealth Leadership" Model provides the foundation for attendees to learn about the critical leadership assessment and coaching elements that drive operating success. These elements include: (1) isolating the target leadership competencies; (2) utilizing a variety of objective assessments to calibrate performance, potential and readiness; (3) integrating assessment results to identify strengths and development needs; (4) creating compelling IDP's that guide and motivate; and (5) coaching leaders and future leaders from the "inside-out"

Available as a Keynote; Half-Day or One-Day Session.

## Succession Planning & Management

This engaging program is designed to enable attendees to understand and develop a succession management process, including: building a succession management value proposition; benchmarking your succession program utilizing John's Succession Management Index (SMI), applying state-of-the-art bench strength analyses, conducting formal succession reviews, planning and executing development activities, integrating with other HR programs, and measuring the ROI of your succession management system.

Available as a Keynote; Half-Day or One-Day Session

## Unlocking & Unleashing Your Executive Potential

This powerful program is based on John's new Book by the same title. It is intended for leaders at all levels who desire to become the best they can be. John utilizes his proprietary "Executive Maturity Model" as the foundation for teaching executives the predictive components that unlock and unleash executive potential. These components include: (1) the core of achieving emotional maturity--possessing a strong self-awareness, self-concept, values, and optimistic belief system; (2) positive thinking; (3) positive emotions that empower both the leader and others; and (4) possessing the skills to execute mature executive behaviors and competencies that drive executive success.

Available as a Keynote; Half-Day or One-Day Session.

*"We found John Mattone to be a powerful speaker. His message and content was thought provoking, inspirational and he gave our team useful tools and ideas that could be implemented immediately..."*

Allied Van Lines  
Convention Committee

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