

## Global Learning and Change Navigation Executive Designing learning solutions that meet business needs and produce solid results

### SUMMARY

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- Proven management consultant ability focused on organizational development, change management, and executive development
- Highly effective educator and educative consultant for business and government specializing in teacher training, strategic thinking, problem solving
- Design, develop, implement and assess performance-focused programs in project management, organizational change management and HR management
- Extensive experience implementing services in more than 150 organizations throughout the world representing 20 different industry groups
- Adept at implementing inspirational organizational vision and concrete change strategy
- Doctorate degree and two Masters degrees in education
- Publishing more than 24 research papers and presentations
- Accomplishments below are available in greater detail at [www.joelmonty.net](http://www.joelmonty.net)

### SKILLS & ACCOMPLISHMENTS

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#### **Change Management Learning Design and Delivery** ..... **1993–Present**

- Managed worldwide design, development, and delivery of *Integrative Learning* programs provided to client teams and/or firm professionals around the world [223 training hours - kept development costs under US \$800,000 - less than \$4,000/training hour]
- Key team member in the design, development, delivery, and evaluation of three *goal-based scenario* classroom trainings, each attended by thousands of global consulting firm professionals [SAnDS, IBSS, BAnDS]
- Learning Architect and overall project manager for *ELA-Comm-98* [attended by 200 communications executives from Europe and Latin America]
- Directed development of a Change Management Competency Group program
- Guided development of two programs for the Strategy Competency Group
- implemented more effective approaches to targeting and measuring learning outcomes
- Advanced understanding of performance measurement

#### **Organizational Development Simulation Creation** ..... **Apr–Jul 2000**

- Created an *explore game* that effectively introduces changes into the business context without posing any threat to the participants/learners
- Developed *Widgets & Doodads™* an interactive board game allowing participants to be CEO's of their business for a series of business months, dealing with the issues challenging their business

#### **Learning Design on a Shoestring** ..... **July 1994**

- Excelled under a budget constraint of less than \$20,000 USD and a time constraint of two weeks, to develop a 2-day experiential program preparing instructional designers and clients for a new type of experiential learning for the citizens of New Brunswick
- Developed and implemented the 16-hour program on time and within budget
- Delivered the program to change management consultants, and people from both the Government of New Brunswick and from the International Bank

#### **Performance Training to Introduce Competency-Modeling** ..... **Dec 1995–Nov 1996**

- Developed a one-day program for more than 500 of the firm's human resources professionals to help them apply the "Career Development Model" to their daily work
- Trained all performance coaches and functioned as a performance coach during the project. Program conducted throughout North America - April to November, 1996
- Feedback from over 500 participants confirmed the program met all targeted learning goals [collected seven-days and again three-months post-project]

## CONSULTING EXPERIENCE

**Joelmonty.net**..... **Geneva, IL Sept 1979–Present**  
**President and CEO**

- Provide organizational development and change management consulting and training services to organizations, government entities, schools, and school districts
- Conduct research and speak publically concerning education and management topics
- See [drm-resources.wikispaces.com/projects](http://drm-resources.wikispaces.com/projects) for a list of current projects

**Metalearning.com** ..... **Geneva, IL Nov 2000–Nov 2002**  
**President and CEO**

- Coordinated and implemented human resources, organizational development, and change management consulting and training services to executives and businesses
- Produced and delivered seminars regarding employee selection & performance profiles

**AtosOrigin [Origin Technology in Business]** ..... **Dallas, TX Jan 1999–Nov 2000**  
**Senior Business Consultant [Change Management/Organizational Development]**

- Guided organizational needs assessment for a global client change team implementing a system-wide Enterprise Resource Planning (ERP) implementation
- Provided senior change management (OD) consulting to global manufacturer
- Implemented similar consulting to smaller clients

**Accenture [Andersen Consulting]** ..... **St Charles, IL Jun 1993–Nov 1998**  
**Change Management Manager and Learning Architect**

- Directed the development, delivery, and assessment of performance-based, learner-centered, training programs for consultants and clients
- Introduced effective, resource-efficient, innovative approaches to learning design and delivery
- Provided these services throughout North America, Europe, Australia, and Asia

**Resources Institute** ..... **Hollywood, FL Feb 1982–Jun 1993**  
**President and Senior Consultant**

- Proffered management consulting and change management/organizational development and training services in English and Spanish throughout the United States and Mexico
- Consulted with Accenture [Andersen Consulting] on a *proof of concept* for a radically new approach to learning design
- Provided education consulting services to school districts in Dade Co. & Broward Co. FL

**Development Dimensions International**..... **Los Angeles, CA Jan 1981–Feb 1982**  
**Regional Consultant for Interaction Management**

- Trained 120 instructors in DDI's Interaction Management program throughout US and Mexico - working with multiple industries

**Price Waterhouse Coopers**..... **Los Angeles, CA Sep 1979–Nov 1980**  
**Management Consultant — Litigation Management**

- Guided the management of a litigation management document reproduction center with 100+ employees working with millions of copies of documents used in legal action for a variety of clients in the entertainment industry

## TEACHING EXPERIENCE

**Kimball and Canton Schools**..... **Elgin, IL Aug 2006–Jun 2009**  
**Middle School Bilingual [Spanish] Teacher of English language learners [ELLs]**

- Educated ELL students in mathematics, social studies, history, and language arts
- Established new approaches using audio books to facilitate ELL performance resulting in substantial reading and academic improvement See presentation at [www.joelmonty.net](http://www.joelmonty.net)

**Aurora East High School**..... **Aurora, IL Aug 2004–Jun 2005**  
**Teacher of English as a Second Language [ESL]**

- Taught ESL courses grades 9-12
- Instituted computer-assisted innovations in the curriculum

**Meadowdale Elementary School.....Carpentersville, IL Aug 2003–Jun 2004**  
**Bilingual [Spanish] 4th Grade Teacher**

- Facilitated students reading 400 Spanish books & 200 English books throughout the school year
- Greatly expanded use of computers in the classroom by working with centers and Introduced students to the computer system

**Larkin High School ..... Elgin, IL Dec 2002–Jun 2003**  
**Bilingual [Spanish] High School Teacher [grades 9-12]**

- Educated students in Civics, American History, Economics, and World Geography
- Initiated practical course content applications including a student-run *real world* business

**Florida International University.....Miami, FL Jun 1989–Aug 1991**  
**Adjunct Instructor, College of Education**

- Taught human relations skills to 350 teachers-in-training
- Produced, wrote and published the Human Relations Manual
- Provided performance coaching and training to teachers in the FL Dade and Broward County school districts

**EDUCATION**

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D e g r e e s

**Florida International University..... Miami, FL Jan 1985–Apr 1992**  
**Doctorate of Education [EdD]: Adult Education / Human Resource Development**

**Florida International University..... Miami, FL Jan 1985–Apr 1992**  
**Master of Education [Med]: Adult Education**

**Aurora University [AU] ..... Aurora, IL Jun 2006–May 2008**  
**Master of Arts [MAT]: Teaching**

C e r t i f i c a t i o n s & A w a r d s

**Aurora University ..... Aurora, IL Jun 2006–May 2008**

- Illinois Teaching Certificate - K-9 [Illinois State Board of Education]
- ISBE certified bilingual Spanish teacher
- ISBE certified Teacher of English as a Second Language

**Mid-Atlantic Association for Training & Consulting..... Washington, DC Jun 1976–Mar 1979**

- Accomplished more than 500 contact hours of experiential learning programs with Mid-Atlantic Association for Training and Consulting
- Achieved two certifications in applied psychology as part of this education: Group-Leader-Educator certification and Organizational Development certification
- Certified as a T-group and advanced T-group facilitator

**North American Treaty Organization [NATO] ..... Washington, DC May, 1975**

- Joint Service Commendation Medal

**PROFESSIONAL & COMMUNITY MEMBERSHIPS**

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American Red Cross – leadership volunteer for 33 years  
Academy of Human Resource Development  
International Foundation for Action Learning – USA Chapter  
American Society for Training and Development  
Organizational Development Network – Chicago Chapter  
National Middle School Association  
National Council for Teachers of Mathematics  
National Council for the Social Studies

Affiliated with a variety of professional and community organizations, membership status varies depending on professional focus. Some memberships no longer active

## **REFERENCES**

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### Professional Colleague Comment

Dr. James Henkleman-Bahn – consultant and University of Maryland Professor Emeritus

“Joel is truly a genuine, sincere, open person who knows the skills of facilitating groups and working with individuals effectively in his bones. He is what he says he is. This basic integrity has been a hallmark of my experiences with him. He has an active mind and a keen intellect. He is able to take ideas and translate them into workable models” – Jim Henkleman-Bahn

### Contact Information

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## **FURTHER INFORMATION**

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Digital Portfolio Videos	<a href="http://www.joelmonty.net/profile/profile.htm">www.joelmonty.net/profile/profile.htm</a>
Transcripts	<a href="#">JMontgomery-Transcripts.pdf</a>
Candidate Information Sheets	<a href="#">J-R-Montgomery-Candidate Information_Sheet.pdf</a>
Candidate Profile Sheet	<a href="#">J-Montgomery-Candidate Profile Form2.pdf</a>
Illinois Teaching Credentials	<a href="#">IL Ele Tch Cert-Initial.pdf</a>

## **PUBLICATIONS**

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[Twenty-four publications](#) are available in the Education Research Information Clearinghouse [ERIC]