

# JOEL MONTGOMERY

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## SUMMARY

- 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 100 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

### 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 on 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
- implemented a new approach to learning design, based on targeting and supporting achievement of specific learning goals in a work context
- 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**

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

- Guided organizational needs assessment to global client change team implementing an ERP system throughout the organization
- Provided senior change management [ OD ] consulting to global client change team applying an ERP system throughout the organization
- Implemented similar consulting to smaller clients as needed

**Accenture [ Andersen Consulting ]** **St Charles, IL Jun 1993 - Nov 1998**  
**Manager [ Change Management ] 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

**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

**INDEPENDENT CONSULTING — BUSINESS OWNER**

**Joelmonty.net** **Geneva, IL Jan 2006 - Present**  
**Owner**

- 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

**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

**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 [ FIU ]**

**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

### DEGREES

**Florida International University [ FIU ]**

**Miami, FL Jan 1985 - Apr 1992**

**Doctorate of Education [ EdD ]: Adult Education / Human Resource Development**

**Florida International University [ FIU ]**

**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**

### CERTIFICATIONS & AWARDS

**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

American Red Cross [ leadership volunteer for 33 years ]  
Academy of Human Resource Development [ AHRD ]  
International Foundation for Action Learning – USA Chapter [ IFAL-USA ]  
American Society for Training and Development [ ASTD ]  
Organizational Development Network – Chicago Chapter [ ODNC ]  
Association for Supervision and Curriculum Development [ ASCD ]  
National Middle School Association [ NMSA ]  
National Council for Teachers of Mathematics [ NCTM ]  
National Council for the Social Studies [ NCSS ]

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

## PUBLICATIONS

Twenty-four publications are available in the Education Research Information Clearinghouse [ ERIC ] [Follow this link for a current list of publications on ERIC](#)

**REFERENCES**

**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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