



# [ GAME-CHANGING ] LEADERSHIP FOR WORLD-CLASS RESULTS

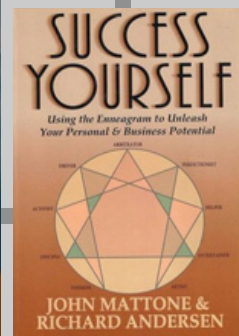
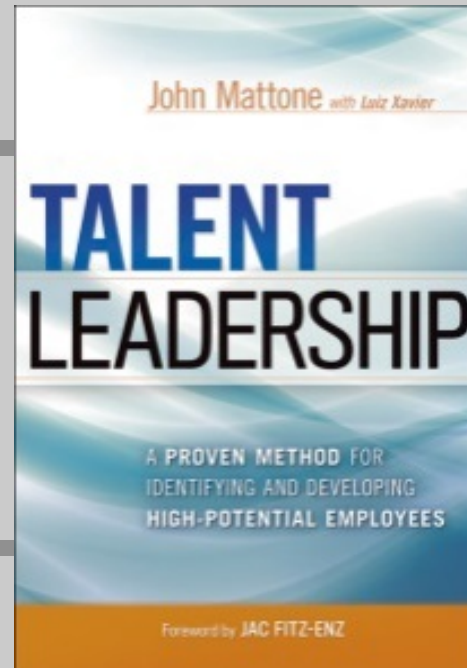
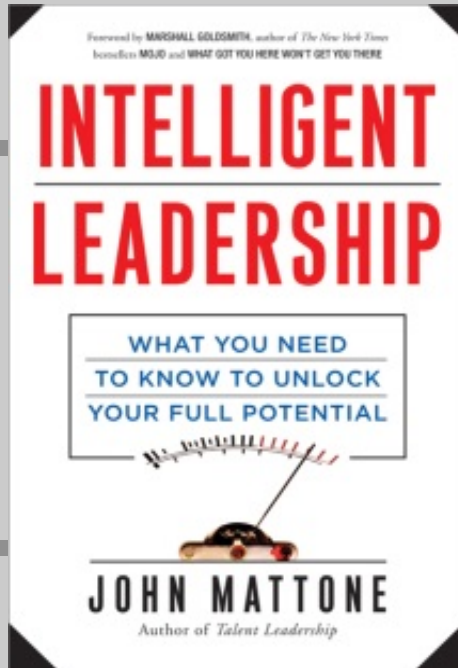
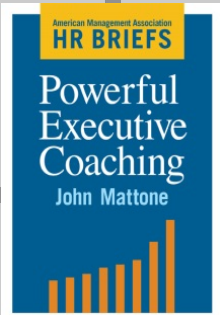
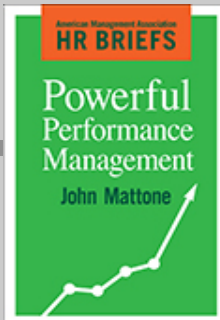
*"Go forward everyday committed to worthy achievement, being altruistic, and building rewarding relationships with the people in your life"*

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The World's Leading [Game-Changing] Leadership, Talent & Culture Authority



*"John Mattone taps into his years of experience to help leaders become the best leaders they can be."*

Marshall Goldsmith, author of 31 books including The New York Times bestsellers 'MOJO' and 'What Got You Here Won't Get You There'.



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# My Personal Story



## About Me

My great grandfather, Carlo Mattone and great grandmother, Caterina Deperino Mattone, left family and friends in Salerno, Italy in 1865 and arrived in New York to start a new life. My grandfather, Dominic Mattone Sr., and my grandmother Madeline Regine Mattone raised 4 boys and 1 girl in Brooklyn, New York. My Dad, the late Dominic F. Mattone and my Mom, Jane were my heroes. My Dad was a highly-decorated and respected career Air Force man who was known throughout the military from the enlisted ranks to the Generals, as the “Godfather” of the USAF. I was born in Trenton, NJ, but by family moved to Waltham, Mass., when I was 15 years old. I played basketball, baseball and football at Waltham High School and did well in school. I went on to Babson College in Wellesley, MA., and earned a BS in Management with high distinction and then earned an MS in Industrial/Organizational Psychology with highest distinction from the University of Central Florida. In 1978, I married my high school sweetheart, Gayle O’Halloran Mattone. We currently reside in Orlando, Florida. We are the proud parents of four incredible adult children. Professionally, John has built two successful leadership consulting firms in his career but also was a senior partner and president of two other firms as well as a senior operating executive of a large outplacement firm. He is the author of seven books including two best-sellers and is recognized as one of the world’s leadership authorities, CEO and senior executive coaches, and international keynote speakers. John and his wife love all sports and are avid bicyclist’s riding 80-100 miles a week. They travel often to visit their children who live in South Florida and Tennessee and other family members who live in Boston, New York and North Carolina.

## Fun Fact

I had the opportunity to attend Oxford University in England in a junior-year abroad program. My roommate was on the basketball roster at Brown University and while I didn’t play basketball at Babson (I played baseball), I could still compete on the court. When we found out that the Oxford University Rhodes Scholar team which was made up of former US college basketball standouts who had earned prestigious Rhodes Scholarships, were having an open tryout for two open roster spots, we both tried out and made the team. We traveled Europe, played basketball and of course, did our studies. We won the European championship. It was an incredible experience to have at 20 years old.



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## What Do You Do at JMP?

I work with CEO's and senior executive teams helping them create and sustain a truly "game-changing" leadership and talent culture that drives long-term operating success. As part of this work, I love to advise and coach CEO's and senior executives as well speak all over the world at various leadership conferences and events. I also teach in the EMBA Program at Florida Atlantic University and I provide my executive coaching and executive education services through various university executive education programs all over the world such as FAU, Drexel (LeBow), Hult (London), IMD and Zf University in Switzerland. I am also writing a new book, *Cultural Transformations: Powerful Lessons in Leadership from the C-Suite's Elite*.

## What You Don't Know About John

My wife of 35 years, Gayle has had a profound impact on my personal growth. She is the "love of my life" and has been since we met in high school at age 16. Gayle is the both the toughest and most sensitive person on earth. She is a two-time breast cancer survivor who had to endure hundreds of radiation treatments and drug treatments while raising four children and keeping our family together during her most difficult time. Gayle is also a respected registered nurse who has taken her talents to the ICU to Hospice to her present role as a psychiatric nurse working with younger people who are trying to cope with the challenges of life. I have learned resilience, perseverance, toughness, and sensitivity from Gayle.

## Who Has Had the Greatest Impact on Your Professional Development?

Many, many people. But, perhaps the late Lou Larsen who gave me my first professional job after grad school. He took a risk on a young 25 year old. My first job was with Stone and Webster Engineering Corporation in Boston. S & W back then was one of the premier architectural engineering firms in the world that designed many of our world's power plants. I was hired as an internal management consultant working with a team of 5 other internal consultants all of whom were ivy league MBA's and much older than me. My job was to teach many of the leadership courses to engineers and managers at our home office in Boston but also our other locations in Denver, Houston and New Jersey. Looking back on it now, Lou took a risk but he saw something in me. I loved what I did. I loved teaching and impacting much older people. I believe that my speaking and teaching style was born at S & W. I had to know that material and had to come across with passion as everyone knew I had no experience to back up my messages!



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# My Personal Story



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## What Are Two of Your Favorite Quotes and Why?

*Oscar Wilde: "Be yourself. Everyone else is taken."*

This is the essence of what I coach to whether I am coaching a leader or coaching a senior team around a cultural transformation project: everyone (including the organization) has incredible gifts and strengths that need to be discovered, nurtured and unleashed. My greatest passion...why I do what I do...is in helping leaders, future leaders and organizations become the best they can be. The most successful transformations, whether we are talking about a leader or entity, must always be founded on leveraging the strengths and gifts that are unique to that leader or entity.

*Albert Einstein: "We cannot solve our problems with the same thinking we used when we created them."*

This is the essence of innovation and transformation in people and organizations. It defines the very need for the work we do at JMP.

## Why Is There So Much Resistance to Change?

I love James O'Toole quote who so aptly characterizes resistance to change as, "the ideology of comfort and the tyranny of custom." People associate "pleasure" with comfort. We all operate with what I call "pain/pleasure" ratios. We do what we do at a particular point in time because we associate that we are going to do is going to yield more pleasure than pain. We make a guess based on experience. Getting people (and organizations) to change and getting leaders to change won't happen until they realize both cognitively and viscerally that there is in fact more pain associated with what they have chosen to do (comfort zone) than any other alternative that they see. So, it is important as a coach for me to help the executive see that whatever they are doing is not creating the positive results they might think they are creating. I use stakeholder feedback and multi-rater surveys to help me do this. But, you must also work with people to help them create compelling alternatives...other strategies that are winning strategies...that offer more pleasure and reward.





# My Personal Story



**Holiday with My Family:** (L-R): Future Son-In-Law Darrin, Daughter Kristina, Me, Oldest Son Jared, #2 Son Nick, Daughter-In-Law Brinley, Wife Gayle, and Youngest Son Matt.

## What Else About Me and My Family?

My incredible wife, Gayle and I just celebrated our 36<sup>th</sup> anniversary. We have four grown children, Jared 32, Nick 29, Kristina, 25 and Matt, 22. Gayle is a registered nurse who throughout her career has taken her talents to the ICU, Hospice and now works as a gifted psychiatric nurse helping younger people and adolescents navigate the challenges of life. Gayle is also a two-time breast cancer survivor and truly the “pillar” of our family. We love all sports and when I am home we are often working out and cycling 80-100 miles a week. We travel often to visit our children who live in South Florida and Boston.

*Life is busy, but life is good!*

*John Mattone*



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