



John MATTONE
Profile of a Global Leader

GAME-CHANGING LEADERSHIP FOR WORLD-CLASS RESULTS ...the John Mattone *Difference*

by Tanya Brehem

*“It’s not about the organization you want to create;
it’s about the organization you must create” – John Mattone*

With over 30 years’ experience in the fields of executive development, leadership and talent development, John Mattone is widely acknowledged as one of the world’s leading authorities on leadership, talent and culture. He advises Fortune 1000 CEO’s and senior leadership teams on how to create and sustain a leadership and talent culture that drives superior operating results.

John is a powerfully engaging, internationally-acclaimed keynote speaker and top-ranked CEO executive coach. He was named to the Thinkers50 “Guru Radar” in 2011 and 2013, which recognizes the world’s fastest rising stars in the fields of leadership and management thinking and is currently recognized as one of the world’s top independent leadership consultants, executive coaches and speakers. In 2013 he has also been awarded the coveted Master Corporate Executive Coach (MCEC) certification from the

Association of Corporate Executive Coaches.

Author of seven books, including two best-sellers, he is now writing his next release, *Cultural Transformations: Lessons of Leadership & Corporate Reinvention from the C-Suite Elite*. He is also the co-author of one of the most respected studies of leadership and talent development in the world, *The Trends in Leadership Development and Talent Management*. John was recently appointed Distinguished Senior Fellow of one of the leading business schools in the world, the Hult International Business School.

John Mattone’s work has been featured by many respected global news outlets. Among them are *The Wall Street Journal*, *Businessweek*, *Fast Company*, *ChiefExecutive.net*, *Harvard Business Review*, to name but a few. His work has also been the subject of a 30-minute documentary produced by PBS.

John is the founder and CEO of John Mat-

tone-Global. Prior to this, he was the President of one of the top leadership consulting firms in the world, Executive Development Associates, Inc., Vice President of Assessments for Linkage, Inc. and Vice President of Sales for Drake Beam Morin, the global career and outplacement firm. Before joining Drake Beam Morin, John spent 10 years building his first successful consulting firm, Human Resources International.

He currently serves as an executive MBA faculty member at Florida Atlantic University where he teaches his popular course, Global Leadership Assessment and Development. He also serves as a Sr. Talent Management Consultant and Master Executive Coach for Executive Development Associates and was recently named President of the International Center for Business Communication and ICBC’s first Hall of Fame inductee.



John tells us his story...

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 four boys and one girl in Brooklyn, New York.

My Dad the late Dominic F. Mattone, and my Mom Jane, were my heroes. 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 New Jersey, but my family moved to Waltham Massachusetts 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, Massachusetts 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 and we currently reside in Orlando, Florida. We are the proud parents of four incredible adult children. We love all sports and are avid bicyclist's riding 80 - 100 miles a week. We travel often to visit our children who live in South Florida and Tennessee and other family members who live in Boston, New York and North Carolina.

*"Life is busy,
but life is good!"*

John Mattone

What do you do at JMP?

I work with CEOs 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 CEOs and senior executives as well as speak all over the world at various leadership conferences and events. I also provide my executive coaching and executive education services through various university executive education programs all over the world.

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 twenty five year old. My first job was with Stone and Webster Engineering Corpo-

ration 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 five 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!

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, 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 transforma-

tion 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 a James O'Toole quote which 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 feel that what we are going to do is going to yield more pleasure than pain. We make a guess based on experience. Getting people and or-

ganizations 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 (their 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. ■

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