

MATTHEW ROBERT NORMAN
2566 Glen Circle, Lawrenceville, GA 30044
(770) 972-0965

Qualifications

Responsible for managing and developing an organizational wide learning and development plan for personnel distributed globally

7+ years of systemic thinking and management experience in globally dispersed, for-profit and non-profit, multi-ethnic organizations

Continuous learner with research interests and areas of expertise including: Organizational Leadership, Dialogue Education for Adult Learning, Organic and Adaptive Leadership theories, Cross-Cultural Anthropology, Community and Leadership Development in Multi-Cultural environments, Quantum Management Theories

International perspective and worldview gained from living on three continents—Africa, Europe and North America; and in four countries— Canada, Greece, Uganda, USA

Professional Achievements

Learning Development and Evaluation

- Manage and design an intensive online cohort process for employee culture shaping as well as critical engagement with the major issues facing our work in a global environment
- Manage and design face to face orientations, workshops, and trainings
- Act as a consultant to the Field Leadership and Networking Partnership teams to design and implement appropriate methodologies which evaluate work effectiveness, impact, and sustainability
- Shifted the lifelong learning and personnel training program to a foundation based upon Dialogue Education principles, Open Learning systems and a widened view of mentoring
- Developed a reader containing research, case studies, and topics critical our work
- Initiated money saving measures by researching and implementing new technologies for meetings, conferences and training opportunities for globally dispersed teams
- Consult with Marketing and Advancement team to communicate work effectiveness to constituents via a relational “story and participate” methodology
- Use innovative and strategic thinking to challenge thought regarding future vision and engagement with local and global partners

Systemic Innovation and Operational Reorganization

- Together with Executive Leadership, I research, study and disseminate information for innovative operational management and related educational development needs
- Envisioned a new paradigm through which our organization is engaging local and global partners via the “Communities of Practice” network model
- Facilitated the operations team that led in the development of a functional administrative structure for enabling partner development and engagement

Operational Development, Advertising and Marketing

- Experience working with a team tasked with business to business corporate consulting
- Managed account teams related to client brand development and advertising by guiding marketing plans, and the execution of advertising, branding, budget and creative
- Managed and trained 22 account service representatives on new technologies and methods for delivering innovative interactive e-solutions

Skills

- Future Thinker
- Innovator
- Global Worldview
- Continuous Learner
- Discernment
- Risk Taker
- Teacher
- Public Speaker
- Writer
- Relational

Employment

Cooperative Baptist Fellowship, Atlanta, GA

Education Development Specialist-Atlanta, GA
Personnel Manager-Atlanta, GA
Consultant, Internationals in Academic Settings (IAS)-Toronto, ON

July 2003- Current

Sperry & Associates, Raleigh, NC

Account Executive for New Business Development

September 2001- June 2003

JWG Associates Inc. /TMP Worldwide, Cary, NC

Account Executive and E-Product Consultant
Senior Account Coordinator

August 1999-July 2001

Gardner-Webb University, Boiling Springs, NC

Enrollment Management Specialist

April 1998-August 1999

Education

Master of Arts in Global Leadership

*Fuller Theological Seminary
Pasadena, CA*

Bachelor of Arts in Communications

*Gardner-Webb University
Boiling Springs, NC*