

JULIA M. MATTHEWS, PH.D.

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CAREER SUMMARY

Audience- centered communicator with extensive teaching and consulting experience. Particularly effective in creating a learning environment that encourages critical thinking, attentive listening and active participation. Areas of consulting expertise include organizational effectiveness, leadership development, talent management, change management and career management. Engaging trainer and group facilitator. Teaching competencies include:

- Communicating Strategy and Change
- Strategic Corporate Communications
- Public Speaking
- Interpersonal Conflict
- Communication & Leadership
- Small Group Communication
- Organizational Communication

PROFESSIONAL WORK EXPERIENCE

UNIVERSITY OF SOUTHERN CALIFORNIA (USC)

2012 - Present

EL CAMINO COMMUNITY COLLEGE (ECC), Torrance, CA

2011 - Present

LAWRENCE TECHNOLOGICAL UNIVERSITY, Southfield, MI

2008 - 2010

WAYNE STATE UNIVERSITY, Detroit, MI

1994-1995, 2005-2008

Adjunct Faculty

- Teach communication courses (undergraduate & graduate) with an audience-centered approach consistently creating a stimulating and fun environment for student learning. Skilled in online teaching instruction.
- Instruct students on the fundamentals of technical and professional communication, basic speech, small group communication, communication in leadership, change management, and corporate strategic communication planning

MATTHEWS & ASSOCIATES, Greater Los Angeles County
A leadership development and organizational consulting firm.

2005-present

Owner / President, Leadership Coaching

Consult with leaders and teams to enhance performance, manage change, build diversity and maximize business outcomes. Projects have spanned a wide range of industries including manufacturing, healthcare, higher education, and marketing.

- Coach leaders to maximize strengths, stimulate acquisition of new skills, close skill gaps, and reduce development needs.
- Perform pre-hire and pre-promotion assessments to determine strengths, development needs and personality traits to ensure a desired fit with the job and organizational culture.
- Consult with organizational teams to build a supportive workplace that embraces diverse viewpoints, values and cultures while working collaboratively through transitions.

RIGHT MANAGEMENT CONSULTANTS, Southfield, MI
An international career and management consulting organization.

1993-2005

Vice President, Organizational Consulting Services

Consulted with organizations to assist in navigating change through talent management, leadership development, and organization effectiveness initiatives.

- Enabled leaders/teams to identify competencies, skills, and knowledge required for sustained behavioral change through assessment, feedback, development planning and coaching.
- Coached leaders through skill building, application of new tools and techniques, role-plays, preparing for key events and debriefing relevant, real-life work experiences.
- Created development planning toolkit for managers and senior executives by defining *knowledge*, *skills* and *experience* required to build expertise in 16 leadership competencies.

**Vice President, Career Consultant
Adjunct Staff, Contract Consultant**

Delivered services to individual career transition candidates in middle and upper management. Managed a full schedule of individual consulting and group training activities.

- Consulted with candidates assisting in the identification of motivated strengths, career objectives, job search strategies, and marketing campaigns.
- Redesigned and created new materials in the key training modules of career assessment, resume development, self-presentation, job search correspondence and networking.

IBM, Riverside, CA and Southfield, MI

1983-1992

**Account Marketing Representative, Team Leader
Systems Engineer
Marketing Sales Assistant**

Defined customer's information processing needs in numerous industries, developed solutions and integrated hardware, software, people and resources into a functional system. Activities included: consulting with customer executives, territory management, team leadership, planning marketing events and strategies as well as providing financial alternatives.

- Initiated and organized workshops promoting teamwork within the work unit, resulting in a significant increase in morale and productivity.
- Developed plans enabling customers to become self-sufficient and run their business more efficiently, generating over \$10 million in sales revenue.

EDUCATION

Ph.D. in Organizational Communication	Wayne State University, Detroit, MI
M.A. in Business/Marketing	University of California, Riverside
B.A. in Sociology	University of California, Riverside

PROFESSIONAL MEMBERSHIPS

African American Affinity Group (ECC)
Faculty Book Club (ECC)
International Coaching Federation—Orange County
Human Resources Strategy Forum (HRSF)

PAST AND CURRENT COMMUNITY SERVICE

The Links Incorporated; Member, Palos Verdes Chapter (President 2019 – present, Member since 2010)
Watts Learning Center: Mentor & Program Lead *Little Brown Girlz Read* Book Club (2019-present)
Harbor Interfaith Services (HIS): Board Member (2013-2015)
The Links Incorporated; Member, Great Lakes Chapter (President 2001 – 2003, Member 1997 - 2010)
Spaulding for Children (SFC); Board Member - Secretary (2006 - 2010)
Christ Church Cranbrook; Vestry Member (2008 – 2010)
Children's International Summer Villages (CISV); Interchange Leader, Detroit- Denmark (2007 - 2008)

HONORS AND AWARDS

Instructor Appreciation: Certificate of Recognition ---ECC EOPS 2019, 2013
Recognition of Achievement: Adjunct Assistant Professor ECC 2016
Finance Certification Workshop: Leadership Summit; Western Area, The Links, Incorporated 2016
Phenomenal Service Award—Palos Verdes Links 2015
Certificate of Appreciation for Being an Outstanding Professor: ECC Communications Class 2011
"Who's Who in Black Detroit: Celebrating African American Achievements 2010"
Group Mentor Extraordinaire---Spaulding for Children 2009