

Paul J. Jerome

Consultant Profile

Paul J. Jerome, Principal Consultant for Jerome Consulting, is an experienced management consultant and business executive. He has comprehensive expertise in executive, management, and team development, and in strategic, tactical, & project management. Paul has international experience developing business leaders throughout the U.S.A, Europe and Asia. He has applied such practical tools as the DiSC Classic 2.0 Personal Profile System since 1979, Situational Leadership since 1985, Coaching Through Effective Feedback (The Feedback Planner) since 1988, Negotiating Cooperatively since 1989, & Leading Transitions since 1994.

Paul is widely recognized for his engaging, challenging, and enthusiastic style of facilitating and developing teams, often with a blend of humor. He is known for being accomplishment-driven, direct, & objective, as he offers practical and creative management tools and techniques successfully used world-wide. Paul has a proven track record for helping executive teams "sort through chaos," establish clear strategic & tactical plans, and achieve valued goals.

Paul has demonstrated his proficiency in linking business goals and practical systems in a wide-range of organizations, including: The Aerospace Corporation, ABET, ASML, Associated Travel Services, Avco, Callison Architects, Canon, Carl's Jr., Cedars-Sinai, ConAgra/Hunt-Wesson, Daycom, DGA/Pacific Volt, Edwards Lifesciences, ESI, Exult/Hewitt, FEI, FloTool, Genentech, Genographics, Goodrich, InFocus, Kaiser Permanente, The Koll Company, McDonnell Douglas, MCI, Mitsubishi, NEC, Nissan, Northwestern National Life, OCTA, Precor, Professional Community Management, QSC Audio, Regence/Blue Cross Blue Shield, Reynolds & Reynolds, Scientific Atlanta, Smartflex, Steljes Trade, Tektronix, Toshiba, TRW, Universal Studios, U.S. Sales, and Young & Rubicam.

Prior to establishing Jerome Consulting in 1999 to share best practices learned from over 20+ years experience, Paul helped build Richard Chang Associates, Inc., from a 3-person Orange County consulting team to a 45-person international performance improvement consulting, training, and publishing firm. Paul held leadership positions of Principal Consultant, Vice President, and Chief Operating Officer.

Paul managed the human resources support for 10 major operating divisions of The Irvine Company, a land owner and developer of 20% of Orange County, CA. In this capacity, he serviced the retail, hotel, office, industrial, residential, cable television, and newspaper industries. Paul provided internal consulting support while directing such functions as employment, training, compensation, and performance management programs. During his tenure with The Irvine Company, Paul also established and managed the Corporate Human Resource Development department. He designed and directed long-range training systems, developed and instructed practical management development workshops, and assisted executives with developing their teams and enhancing customer satisfaction.

Paul also has demonstrated success in several management development and personnel services positions with Fluor Corporation, an international engineering, construction services, and natural resources management conglomerate based in Irvine, CA. Notable achievements included the creation of practical management training modules, the facilitation of quality improvement efforts, and the re-design of career development systems.

Paul's academic credentials include a B.A. in Organizational/Speech Communication from California State University, Fullerton, and an Executive M.B.A. from the University of California, Irvine. Paul has been an accomplished keynote presenter for many professional & academic organizations, and is the author of three practical guidebooks, "Coaching Through Effective Feedback," "Evaluating Employee Performance," and "Re-Creating Teams During Transitions."



Jerome Consulting

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*Providing business leaders
lasting competitive advantages
through improved
team performance*