



PAUL MOTTOLA

SENIOR CONSULTANT



PROFESSIONAL EXPERIENCE

Paul is a powerful speaker, consultant, and facilitator who believes leadership is about setting people up for success.

As a Navy veteran and gifted communicator, Paul brings unique perspectives from his service experience and his extensive career partnering with leaders from governmental and private sector organizations around the globe to create productive environments where individuals can bring their best to their work and reach their limitless potential.

During his 26 years of service in the U.S. Navy, Paul served as a Surface Warfare Officer in positions at sea and on shore. As an internal consultant for the U.S. Department of Defense at the Defense Equal Opportunity Management Institute (DEOMI) in Cocoa Beach, Florida, Paul served as the Deputy Director of External Training. In this role, he managed the International Training Directorate, which provided international consulting and in-resident instruction to international students. He represented the United States in the first-ever Mobile Education and Training Team visit to the Republic of South Africa to provide equal opportunity program training for the South African National Defense Force and Federal Police Force. He served as DEOMI's subject matter expert on affirmative action and gender integration. Paul played an active role in dismantling combat exclusion regulations that limited women's opportunities in the U.S. military. Women can now serve in any career field in the U.S. military.

Paul has delivered keynote presentations on a wide range of subjects related to diversity, equity, inclusion, and accessibility to Fortune 500 companies and governmental organizations.

EDUCATION/CREDENTIALS

Paul received his M.S. in Management from the Florida Institute of Technology in Melbourne, Florida, and his B.S. in Agricultural Engineering from Cornell University in Ithaca, New York. Paul also has his Basic Mediation and Community Conflict Intervention certification from

the Centre for Conflict Resolution in Cape Town, Republic of South Africa. He is a certified administrator of the Intercultural Development Inventory (IDI), a tool to assess the skills of cross-cultural competence and inclusion. Paul is a Predictive Index partner and is certified in the Talent Optimization suite of software, which assists organizations in making data-driven talent management decisions.

SPECIALTY AREAS

Paul brings an extensive knowledge base and expertise in the following areas:

- Leveraging diversity through inclusion
- Team building
- Effective Communication
- Talent management
- Equal Employment Opportunity compliance
- Affirmative Action compliance
- Leadership and management development
- Executive Coaching
- Group facilitation

PROFESSIONAL AFFILIATIONS

Paul is a member of the Association for Talent Development (ATD), the Society of Human Resource Management (SHRM), and the National Naval Officers Association (NNOA). Paul is committed to achieving outstanding organizational results through fostering understanding, inclusion, and respect for human dignity. He is active in the Los Angeles-based Common Peace Inc. – Center for the Advancement of Nonviolence. He helps facilitate Race Relay, a monthly discussion group on the status of race relations in the greater Los Angeles community. Paul has been involved in the Building Inclusive Communities program offered by the National Conference for Community and Justice.



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