

John J. Rivera

PHD, CM, CFD, PHR, HRMP, SHRM-SCP, KSS, KHS

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John J. Rivera is an executive coach, consultant and professor with a decade and a half of diverse professional and academic experience.

John possesses a strong skill set that is complemented by an array of the most prominent developmental assessments in the market today. He is one of only a few hundred MBTI™ (Myers-Briggs Type Indicator) Certified Master Practitioners, with competency in all Levels—Steps I, II, & III. Of those certified to use the Step III instrument, he is in a class of about a hundred people worldwide. He is Guam's first and only MBTI™ Master Practitioner, Certified Step III Practitioner, EMP™ Founding Practitioner, and was among the first EQ-i certified practitioners. Other certifications include the EMP™, EQ-i®, FIRO®, JTB™, KGI®, MMTIC®, PMAI®, TIPS™ TKI®, and Strong®.

Throughout Guam and Region John has worked with a diverse mix of organizations/companies to grow strategic, organizational and leadership capacity. He is best known for his expertise with assessments, extensive organizational behavior knowledge, diverse training capacity, and transformational/charismatic leadership qualities. Recognized for his exceptional leadership he was awarded a prestigious pontifical honor from Pope Benedict XIV; being knighted into Equestrian Order of Saint Sylvester Pope & Martyr in 2009. This honor is given to only a select few who have exhibited exemplary work, by way of their profession, in contributing to the advancement of the Catholic Church.

Currently, he is an Assistant Professor for the University of Guam's School of Business and Public Administration and teaches at the graduate/undergraduate levels for both Business and Public Administration/Criminal Justice. He is also the Chair for the University of Guam's MPA Program.

EDUCATION

Ph.D. in Organization and Management, Specialization in Leadership CAPELLA UNIVERSITY - Minneapolis, Minnesota Dissertation Title: An exploration of emotional intelligence and its relationship to Catholic Clergy in the Archdiocese of Agaña	2012
Master of Public Administration UNIVERSITY OF GUAM - Mangilao, Guam	2015
Professional Master of Business Administration , Emphasis in Emerging Markets UNIVERSITY OF GUAM - Mangilao, Guam <ul style="list-style-type: none">• Inaugural (1st) PMBA Cohort• 1st doctoral graduate from the PMBA Program	2005
Master of Clinical Psychology UNIVERSITY OF GUAM - Mangilao, Guam Degree Not Completed – Dates attended (2013-2014)	-----
Bachelor of Business Administration - Magna Cum Laude / Dean's Outstanding Graduate Award UNIVERSITY OF GUAM - Mangilao, Guam Double Major: Business Mgmt / Finance & Economics; Minor: Human Resource Management	2001
High School Diploma - Graduated with High Honors FR. DUENAS MEMORIAL HIGH SCHOOL - Mangilao, Guam	1997

ACADEMIC EXPERIENCE

University of Guam - Guam

2007 to present

- Assistant Professor of Public Administration – Full Time Tenure Track (Fall 2014-Present)
- Assistant Professor of Public Administration – Full Time Temporary Contact (Fall 2013-Summer2014)
- Adjunct Professor (2011-2013)
- Substitute/Teaching Assistant (2007-2011)
- University of Guam Online Instructor
- Courses
 - Graduate Programs (MPA)
 - PA510: Administrative Thought
 - PA530: Public Management
 - PA598: Public Administration Internship
 - PA560: Moral and Social Responsibility of Organizations
 - PA690: Practicum (MPA Qualifying Exam)
 - PA692: Special Project
 - PA695: Thesis
 - Graduate Programs (Professional MBA)
 - BA613: Strategic Leadership & Ethics
 - BA613: DE: Strategic Leadership & Ethics (Online)
 - BA630: Human Resource Management
 - Undergraduate Programs (Public Administration and Legal Studies)
 - PA215: Supervision in Government Organizations
 - PA303: Government Finance
 - PA402: Public Administration and Public Policy
 - PA405: Leadership Ethics in the Profession
 - PA498: Public Administration Internship
 - LW404: Administration & Management in Criminal Justice Organizations
 - LW498: Legal Studies Internship
 - Undergraduate Programs (Business Administration)
 - BA480: Business Strategy & Policy (BBA Capstone)
 - Spring 2014: 2 out of 7 groups received the BSG (Business Strategy Game Simulations) Global Top 100 Performances Award – This ranks them top 100 out of 1522 teams from 91 colleges/universities participating in the simulation world-wide
 - Designed logo, poster, and print material for the Capstone
 - BA440: Organizational Behavior
 - BA240: Management of Organizations
 - BA241: Human Resource Management
- Master of Public Administration (MPA) Chair (Fall 2014-Present)
- Other Positions Held:
 - United States Attorney General's Human Trafficking Task Force UOG Representative (July 2015-Present)
 - Regional Center for Leadership Excellence and Public Policy Core Committee (Mar. 2015 – Present)
 - PALS Representative for SBPA Dean's Search (Fall 2015) – Appointment by the President
 - University of Guam Pi Alpha Alpha Global Honor Society Founding Advisor (Jan 2015-Present)
 - University of Guam Blue Key Honor Society Advisor (May 2015-Present)
 - SHRM Guam Board of Directors Student Relations Director (2015-2016)
 - Administrative Academic Council (2014-Present)
 - Elected to Research Council Member (Term 2014-2016)
 - PMBA Primer Coordinator (Fall 2012-Fall 2014)
 - Graduate Council SBPA Representative (Spring 2014-Present)
 - Research Council SBPA Representative (Spring 2014-Present)

University of Guam Professional Dev. & Int'l Programs - Guam **2011 to present**

- International Student Exchange with UOG's School of Business and Public Administration (SBPA): Coordinate Curriculum, Assign/Vet Instructor Pool, and Teach.
- American Management Association (AMA) Program Instructor
 - 1st Line Supervision Course
 - Communication Skills for Managers
 - Effective Communication
 - First-Level Leadership: Supervising in the New Organization
 - First Line Supervision
 - Fundamentals of Human Resource Management
 - Gaining Competitive Advantage with Shared-Leadership Teams
 - Getting Assertive
 - How to Manage Training: Facilitating Workplace Learning for High Performance
 - Keeping Customers For Life
 - Leadership Skills for Managers
 - Managing the Customer Satisfaction Process
 - Performance Management
 - Presentation Success: How to Plan, Prepare, and Deliver Effective Presentations
- Other Courses
 - Classrooms to Careers Training Program
 - Customer Service Excellence
 - Dealing With Difficult People
 - Introduction to Personality Type and the MBTI
 - Managing Change
 - Managing Your Time
 - Sales and Marketing
 - Workforce Readiness Training Program

University of Maryland University College Asia - Guam **2011 to present**

- Adjunct Professor
 - FINC 330: Business Finance
 - MRKT 310: Marketing Principles
 - BMGT110: Intro to Business & Mgmt
 - BMGT 354: Mgmt & Organization Theory
 - BMGT 464: Organizational Behavior
 - BMGT 484: Managing Teams in Organizations
 - BMGT 485: Leadership for the 21st Century (Management Studies Capstone)
 - BMGT 495: Strategic Management (Business Administration Capstone)
- UMUC Certified Online Instructor
 - Web Tycho platform trained
 - LEO (Learning Experience Online) platform trained
- UMUC Faculty Mentor

Bishop Baumgartner Memorial School - Guam **2000-2001**

- 5th - 8th Grade Computer Teacher
- Catholic Schools Week Chairman
- Created WASC accreditation material for the computer program

PROGRAMS FOR PRIVATE AND PUBLIC SECTOR ORGANIZATIONS INCLUDE:

Organizational Development

- Archetypes
- Change Management
- Communication Development
- Conflict Management/Resolution
- Critical Thinking
- Cultural Intelligence
- Customer Service Excellence
- Diversity and Tolerance
- Emotional Intelligence
- Ethics Training
- Executive Coaching
- Generation Gaps
- HealthCare Professional Development
- International Human Resource Management
- Leadership Development
- Management Training for Supervisors
- Narrative Intelligence
- Performance Management
- Problem Solving/Decision making
- Professional Development
- Project Management
- Sales Training/Customer Service
- Self Management
- Strategic Planning

- Stress Management
- Time and Resource Management
- Team Building/Development

Career Counseling

- Career Selection
- Job Satisfaction
- Preferred Work Environments
- Self Awareness / Understanding

Education

- Curriculum Differentiation in Elementary, Secondary, & Higher Ed.
- College Counseling
- Educational Aptitude and Achievement
- Educator Coaching and Development
- Learning and Teaching Styles

Growth / Spiritual Development

- Aging Creatively
- Counseling and Psychotherapy
- Relationship Development
- Spiritual Pathways
- Family Development
- Child/Teen Development
- Parenting Skills
- Spousal/Partner Relationships

CLIENT LISTING

- Agency for HR Development (AHRD) - Guam
 - Workforce Readiness Training Program
 - From Classrooms to Careers
- Black Construction
- City Hill Company
 - Asian Bistro Jia
 - Guam Plaza Hotel
 - JP Superstore
 - Nana's Cafe
 - Tarza Water Park
- Colfax, Inc.
- ConsultAsia Professional Solutions, Inc.
- Cravin Guam
- Department of Education, Kosrae
- Docomo Pacific
- Guamcell Communicatons
- Guam CEEDERS
- Guam Police Department
- Guam Power Authority
- Guam Public Health
- Guam Public Works
- Guam Regional Medical City
- Guam Rotaract
- Guam Telephone Authority
- Guam Visitors Bureau
- Guam Waterworks Authority
- Hensel Phelps Construction
- Home Designs, etc.
- Leading Edge
- Lotte Duty Free Guam
- Louis Vuitton, Guam
- Louis Vuitton, Philippines
- Louis Vuitton, Saipan
- MicroMed Supplies
- Micronesia Self-Help Corporation
- NAVFAC Marianas
- Nissan Guam
- Outrigger Guam Beach Resort
- Pacific Islands Club
- Pacific Human Resource Services, Inc.
- Sam Shuttle
- Schneider Electric
- Secret OWL Society
- Sheraton Laguna Resort Guam
- Star Press
- Toys N Joys (Hawaii)
- University of Guam
- University of Guam TRIO Programs

ACADEMIC AWARDS & RECOGNITION

- Association of Government Accountants (AGA) Guam Chapter: "Who's Who in the Government of Guam: 40 Years and Under" Awardee [In celebration of the AGA Guam Chapter's 45th Anniversary] – Awarded September 2015
- UOG 2015 U.S. Professor of the Year (Carnegie Professor) nominee
- Volunteer Leader Recognition in support of SHRM and the HR Profession (Given April 2015)
- Who's Who in Science and Engineering 12th – 2016 edition
- Center for Scholastic Inquiry (CSI) – Best Paper in Business Track Award (Oct. 1, 2014)
- FBI Citizens Academy 2014 Top Gun Award
- New Faculty of the Year Award (UOG-May 2014)
- Who's Who in America 70th - 2016 Platinum ed.
- Who's Who in America 69th - 2015 edition
- Who's Who in America 68th - 2014 edition
- 60th Anniversary, University of Guam - Featured Alumni Triton Success Story
- Magna Cum Laude (Bachelors Degree)
- University of Guam's College of Business and Public Administration Dean's Outstanding Graduate Award for Fall 2001
- Chi Omicron Gamma Honor Society (2000)
- University of Guam's Regent's List
- University of Guam's President's List
- University of Guam's Dean's List
- Datatel Scholarship Recipient
- Merit Scholarship Recipient
- National Dean's List (98-99/99-00/00-01)
- National Dean's List Multiple Year Award Recognition
- 2001 Leonard R. Brice SPHR Undergraduate Leadership Award Nominee
- 28th Guam Legislature Official Commendation and Congratulations for inclusion in Who's Who in American Colleges and Universities (Executive Committee Certificate No.42)
- 26th Guam Legislature Official Commendation and Congratulations for inclusion in Who's Who in American Colleges and Universities (Legislative Certificate No.1)
- 26th Guam Legislature Official Commendation and Congratulations for inclusion in Who's Who in American Colleges and Universities (Legislative Certificate No.53)
- 26th Guam Legislature Office of the Speaker Antonio R. Unpingco Official Commendation and Congratulations for inclusion in Who's Who in American Colleges and Universities (Ltr. Dated May 4, 2001)
- Who's Who in American Colleges and Universities (00, 02 & 05)
- National Collegiate Business Merit Award Winner
- United States National Collegiate Award Winner
- United States All-American Scholar
- United States Achievement Academy Member
- 26th Guam Legislature Official Commendation and Congratulations for outstanding service in production of "I Lihenden Duhendes" (Legislative Certificate No.26-003)
- Official Commendation and Recognition by UOG Endowment Foundation for support and outstanding service for participation and coordination of the Student Support Committee for "I Lihenden Duhendes" UOG Spring Musical 2001

PROFESSIONAL CERTIFICATIONS/QUALIFICATIONS

- Certified Fraud Examiner (CFE) – expected January 2016
- TIPS® (Training for Intervention Procedures) Trainer - Certified September 2015
- LERN Certified Faculty Developer – Certified by Certified Faculty Development Institute - May 2015
- SHRM Senior Certified Professional (SHRM-SCP™) – January 2015
- Entrepreneurial Mindset Profile (EMP) Certified - December 2014
 - Certified by Institute Leadership Development Institute at Eckerd College (a Network Associate of the Center for Creative Leadership)
 - Named Founding Practitioner
- Ethics in Government Train the Trainer Qualifier (4 GCA 15410) - Certified by UOG SBPA
- Guam's 1st Human Resource Management Professional (HRMP™) - Certified by HRCI (2013)
- Professional in Human Resources (PHR®) - Certified by HRCI (2012)
- University of Maryland University College – Online teaching certified (2012)
- Guam's 4th CM™ - Certified Manager - Credentialed in 2011

- Certified by Institute of Certified Professional Managers /James Madison University College of Business
- Guam's 1st Strong Interest Inventory® (Strong) – Certified in 2011
 - GS Consultants
- Guam's 1st and only Certified MBTI® (Myers-Briggs Type Indicator) Master Practitioner (2011)
- MBTI® - Myers-Briggs Type Indicator Assessment – STEP I, II, & III Certified
 - Guam's First and only Step III Certified Practitioner
 - MBTI™ Step III: Certified by Center for the Application of Psychological Type (CAPT) – 2011
 - developed a "Perception and Judgment Model" for use in certification and training
 - MBTI™ Step I & II: Certified by Center for the Application of Psychological Type (CAPT) –2009
 - Type Coaching Executives and Managers Certification Workshop: Fairfax, VA - 2011
 - Generations and Type Training Certification Workshop: Fairfax, VA - 2011
 - Using Type with Leaders and Managers Certification Workshop: Fairfax, VA - 2011
 - Type and Temperaments Certification Workshop: Fairfax, VA - 2011
 - MBTI/Type Trainers Workshop: Fairfax, VA - 2011
- Klein Group Instrument® (KGI) – Certified in 2011 by Otto Kroger & Associates (OKA)
- Pearson-Marr Archetype Indicator® (PMAI) – Certified in 2011 by Otto Kroger & Associates (OKA)
- Portraits of Jung Type Behavior™ (JTB)– Certified in 2011 by Otto Kroger & Associates (OKA)
- Fundamental Interpersonal Relations Orientation (FIRO-B® and FIRO Business®) assessments – Qualified in 2011 by CPP
- Thomas-Kilmann Conflict Mode Instrument (TKI) – Qualified in 2011 by CPP
- Collaborative Institutional Training Initiative (CITI): Protection of Human Research Subjects
- EQ-i® and EQ-i 2.0® - Emotional Quotient Index – Certified in 2009
 - Certified by Multi-Health Systems (MHS) Level B
 - Among Guam's first EQ-i certified practitioners
- Murphy-Meisgeiger Type Indicator for Children® (MMTIC): qualified in 2011/certified in 2014 by CPP
- Certificate, International Human Resource Management Seminar (2003)
- Certificate, EEOC: Affirmative Action Conference (2001)
- Certificate, EEOC: Basic and Advanced EEO Topics, Technical Assistance Program Seminar (2000)
- National Catholic Education Association Teacher Associate (2000 & 2001)

PROFESSIONAL MEMBERSHIPS, POSITIONS AND AFFILIATIONS

- Imagine Guam Core Steering/Facilitation Committee (June 2015-Present)
- 2015 Pi Alpha Alpha Manuscript Awards Review Committee (Appointed by NASPAA July 2015)
- Academy of Criminal Justice Sciences Member (ACJS) – (March 2015 – Present)
- CSI - Journal of Scholastic Inquiry: Business (JOSI:B) – Peer Reviewer (March 2015 – Present)
- SHRM Guam Board of Directors Student Relations Director (2015-2016)
- Rotary E-Club of Pago Bay Guam Member – chartered June 12, 2014 (2014-Present)
 - Charter Member
 - Secretary (December 2014-Present)
 - Inaugural International and Community Service Director (June 2014 – March 2015)
 - Designed club logo
- Association of Certified Fraud Examiners Member (ACFE) – (Feb 2014 – Present)
- Guam Hotel and Restaurant Association Member (2013-Present)
- Institute of Certified Professional Managers (ICPM) International Advisory Group (IAG) Founding Member (2013-Present)
 - 15 member international advisory body to the ICPM Board of Regents on programs, policies, and other areas.
- SHRM Market Research Panel (2012-Present)
- Equestrian Order of Holy Sepulchre of Jerusalem – Chivalrous Order of Knighthood (2012-Present)
 - Appointed Founding Chancellor of the Council of the Magistral Delegation of Guam
- Capella University Peer Mentor (2012-Present)

- Institute of Certified Professional Managers (ICPM) Exam Advisor (2012-Present)
- Federal Bureau of Investigations (FBI) Citizens' Academy Alumni Association (2012-Present)
 - Top Gun Award (2014)
- Capella University Ambassador (2011-Present)
- Member, Association for Psychological Type International – APTi (2010-Present)
- Equestrian Order of St. Sylvester Pope & Martyr – Pontifical Order of Knighthood (2009-Present)
 - Conferred by Pope Benedict XVI
- Member, Society for Human Resource Management (1998-Present)
- Member, Catholic Cemetery Conference (2002 – 2012)
- Member, Chi Omicron Gamma Honor Society (2001-Present)
- National Catholic Education Association Teacher Associate (2000 & 2001)
- Collegiate Chapter of the Society for Human Resource Management (2000-2001)
 - As President, led Chapter to received the National Superior Merit Award for HR Student Societies
 - Most Outstanding Student Organization Award
- University of Guam Student Government Public Relations Committee Member (2000-2001)
- National Honor Society President (1996-1997)
- Sophomore Class President (1994-1995)
- National Junior Honor Society President (1992-1993)

PROFESSIONAL TRAINING / CONFERENCES (attende/ participant) include:

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|--|------|
| • Preventing Sexual Harassment Online Course (UOG) | 2015 |
| • One Community Guam: Engaging Our Community in Crime Prevention, Strengthening Protections for Vulnerable Populations, and Reentry Efforts through Workforce Development Strategies Training – U.S. Attorney’s Office | 2015 |
| • President Ma Ying-jeou of Taiwan & the Center for Strategic and Intl Studies: Video Conference | 2015 |
| • Certified Faculty Developer Program | 2015 |
| • Educating, Retaining, and Graduating First Generation Students (Souder, Betances & Assoc.) | 2015 |
| • ICBEIT 2015 Guam Conference: Tamuning, GU | 2015 |
| • ACJS 52 nd Annual Conference – “Broadening the Horizon of the Criminal Justice Sciences: Looking Outward Rather Than Inward” :Orlando, FL | 2015 |
| • NASPAA’s 2015 Inaugural Student Simulation Competition, University of Georgia | 2015 |
| • Dean’s Speaker Series: The Honorable Peggy Hora | 2014 |
| • NASPAA Annual Conference: Albuquerque, NM | 2014 |
| • NASPAA Accreditation Institute: Albuquerque, NM | 2014 |
| • Teaching in Leo: Course #: FACDEV100 | 2014 |
| • President Ma Ying-jeou of Taiwan & the Center for Strategic and Intl Studies: Video Conference | 2014 |
| • Ethics in Government Train the Trainer Qualifier (4 GCA 15410) | 2014 |
| • Project Management Preparation Course | 2013 |
| • Universal HR Management Strategies SHRM Learning System | 2013 |
| • PHR/SPHR Certification SHRM Learning System | 2012 |
| • Ask An Expert: MBTI® Type and Stress (CPP): Webinar | 2012 |
| • Ask An Expert: MBTI® Type, Learning Style and Student Retention (CPP): Webinar | 2012 |
| • CTLU 101: University of Maryland University College – Effective Undergraduate Teaching | 2012 |
| • 24EQ - "First Truly Global EQ Conference": Virtual Conference | 2012 |
| • Walk Through the Alphabet (Lisa Schuetz): Webinar | 2012 |
| • 2012 FBI Citizens' Academy - Federal Bureau of Investigations | 2012 |
| • What Handwriting Reveals (Lisa Schuetz): Webinar | 2012 |
| • Profile Analysis (Lisa Schuetz): Webinar | 2012 |

- Leadership Process: Motivating Achievement: (Spencer-Shenk-Capers & Associates, Inc. of California c/o SHRM Guam) 2012
- Identifying Self-Confidence Factors in Handwriting (Lisa Schuetz): Webinar 2012
- Certificate of Completion – “Preventing Sexual Harassment Training” (100% score) 2011
- Certificate of Completion – “FERPATraining” 2011
- Certificate of Completion – “ATL1 Awareness Training” Antiterrorism Training 2011
- Fears and Defense (Lisa Schuetz): Webinar 2011
- Printing (Lisa Schuetz): Webinar 2011
- Margins (Lisa Schuetz): Webinar 2011
- Ask An Expert: Strong and MBTI Career Counseling Strategies for Adult Clients (Apti): Webinar 2011
- Letter Connections (Lisa Schuetz): Webinar 2011
- Lower Zone Formations (Lisa Schuetz): Webinar 2011
- Letters "d" and "t" (Lisa Schuetz): Webinar 2011
- Letter, Word, Line Spacing and Interaction of these Assessments(Lisa Schuetz): Webinar 2011
- Mental Processes(Lisa Schuetz): Webinar 2011
- Zones in Handwriting (Lisa Schuetz): Webinar 2011
- Introduction to Body Language and Type: Reading People (APti): Webinar 2011
- Fundamentals of Graphology: size, slant, pressure and baseline (Lisa Schuetz): Webinar 2011
- Ask An Expert "The Other Side of MBTI® Type – Enrichment or Sabotage? (Apti): Webinar 2011
- Strong Interest Inventory®: Lake Tahoe, CA - Online 2011
- MBTI™ - Myers-Briggs Type Indicator Assessment – Step III: Fairfax, VA 2011
- Coaching Executives and Managers Certification Workshop: Fairfax, VA 2011
- Generations and Type Training Certification Workshop: Fairfax, VA 2011
- Using Type with Leaders and Managers Certification Workshop: Fairfax, VA 2011
- Type and Temperaments Certification Workshop: Fairfax, VA 2011
- MBTI/Type Trainers Workshop: Fairfax, VA 2011
- Klein Group Instrument® (KGI) Certification Training: Fairfax, VA 2011
- Pearson-Marr Archetype Indicator® (PMAI) Certification Training: Fairfax, VA 2011
- Portraits of Jung Type Behavior™(JTB) Certification Training: Fairfax, VA 2011
- Jungian Graphology & Handwriting Indicators (Lisa Schuetz): Webinar 2011
- Collaborative Institutional Training Initiative (CITI): Protection of Human Research Subjects 2010
- 60th National Catholic Cemeteries Conference: Chicago, IL 2009
- SHRM Guam - 14th Annual HRM Conference 2009
- EQ-i® - Emotional Quotient Index: Fairfax, VA 2009
- MBTI™ - Myers-Briggs Type Indicator Assessment – Level I & Level II: Gainesville, FL 2009
- 57th Annual National Catholic Cemeteries Conference: Quebec, Canada 2006
- 56th Annual National Catholic Cemeteries Conference: Hollywood, FL 2005
- 54th National Catholic Cemeteries Conference: Palm Springs, CA 2003
- Certificate, International Human Resource Management Seminar 2003
- 53th National Catholic Cemeteries Conference: Ottawa, Canada 2002
- Certificate, EEOC: Affirmative Action Conference (Participant/Assistant Coordinator) 2001
- Certificate, EEOC: Advanced and Basic Topics 2000
- Guam Business Show (Coordinator for jobsonguam.com / SHRM Booth) 2000
- SHRM-Guam & Dept. of Labor “Job Fair” at PIC, Guam (Planning Committee) 2000
- SHRM-Guam 6th Annual Regional HRM Conference “HR Odyssey 2001” 2000
- Society for Human Resource Management 52nd Annual National Conference, Los Vegas, NV 2000
- SHRM-Guam 5th Annual Regional HRM Conference “Recharging HR” 1999

PUBLICATIONS & PROCEEDINGS

- Rivera, J.J. (October 19, 2015). Beat the chaos with a nice deep breath. *Mariana's Business Journal*
- Rivera, J.J. (Publication Pending). Women in Leadership. *Guam Business Magazine*.
- Rivera, J.J. and Hernandez, R. (Aug. 10, 2015). The right way to know when you don't know. *Mariana's Business Journal* V.13 – No.9.
- Rivera, J.J. (Oct. 14, 2015). What is your emotional intelligence potential? *SHRM Guam 2015-2016 Conference Magazine*.
- Rivera, J.J. (July 13, 2015). Note to customers – We are too busy for you! *Mariana's Business Journal* V.13 – No.4.
- Colfax, R.S., Law, W.K., Perez, K.P., Rivera, J.J., & Schumann, F.R. (2015). Making Global Connections: Restructuring Programs to Address the Present Needs of Today's Students in a Global Business Environment. *Panel at the ICBEIT 2015 Guam Conference. Tamuning, GU - March 2015*.
- Perez, K.P., Colfax, R.S. & Rivera, J.J., & Mangune, S. (2015). HR Processes and Practices: A Comparative Analysis of Private and Public Human Resource Management Practices in Guam and Implications for Employers. *Proceedings of the ICBEIT 2015 Guam Conference. Tamuning, GU - March 2015*.
- Colfax, R.S. & Rivera, J.J. (2015). Exploring the "Andragogy of Workplace Relevance:" Discussion of a Workplace Expectation Study. *Proceedings of the ICBEIT 2015 Guam Conference. Tamuning, GU - March 2015*.
- Colfax, R.S. & Rivera, J.J. (2015). Building on the "Andragogy of Workplace Relevance" in College Classrooms. *Proceedings of the ICBEIT 2015 Guam Conference. Tamuning, GU - March 2015*.
- Rivera, J.J. (2015). The "14 Rules" – A Guide for Unlocking Leadership Potential. *Proceedings of the ICBEIT 2015 Guam Conference. Tamuning, GU - March 2015*.
- Colfax, R.S. & Rivera, J.J. (Oct. 2014). The andragogy of workplace relevance. *Proceedings of the Center for Scholastic Inquiry International Academic Research Conference Minnesota – Won Best Paper in Business Track Award [Colfax-30%; Rivera-70%]*
- Rivera, J.J. (2014). 21st Century Global Executive Leadership: Framework and Competencies. [in progress]
- Cepeda, T., Gerardo, K., Perez, K.T., & Rivera, J.J. (2014). Credit card fraud: When employees move from being an employer's biggest asset to their biggest liability. *Journal of the International Academy of Case Studies- issue TBD*. [Cepeda-10%; Gerardo-10%; Perez-10%; Rivera-70%]
- Rivera, J.J. (2014). Global leadership: a 21st century global executive leadership framework and evaluation model. *Proceedings of the ICBEIT 2014 Taipei, Taiwan - March 2014*.
- Andre', N.M., Rivera, J.J., & Taitano, J.R. (2014). Guam healthcare challenges: a case study on the shortage of, and the growing demand for, physicians on the island of guam. *Proceedings of the ICBEIT 2014 Taipei, Taiwan - March 2014*.
- Cepeda, T., Gerardo, K., Perez, K.T., & Rivera, J.J. (2014). Credit card fraud: When employees move from being an employer's biggest asset to their biggest liability. *Proceedings of the ICBEIT 2014 Taipei, Taiwan - March 2014*.
- Rivera, J.J. (2012). An exploration of *emotional intelligence and its relationship to Catholic Clergy in the Archdiocese of Agaña*. *Ph.D. Dissertation, Capella University, United State - Minnesota*. ProQuest LLC. UMI#3512463.
- Colfax, R.S., Rivera, J.J. & Perez, K.T. (2011). Applying Emotional Intelligence (EQ-i): Vital to Global Business Success. *Journal of International Business Research- Special Issue, 2011*. [Colfax-50%;

Rivera-40%; Perez-10%]

Colfax, R. S., Rivera, J.J. & Perez, K.T. (2010). Applying Emotional Intelligence (EQ-i): Vital to Global Business Success. Proceedings of the ICBEIT 2010 Seoul, March 2010.

PROFESSIONAL EXPERIENCE

Consultant, IDEA Group, Inc. Tumon, GU 2015-Present

Development Consultants that combine the most experienced, credentialed, and dynamic talent this side of the Western Pacific to offer a wide range of services.

Consultant, Leading Edge, Tumon, GU 2014-Present

Business Consultants that offer a myriad of services, with a proven track record, for non-profit and military sectors throughout the Western Pacific and Asia.

Owner, J | Rivera Consulting, Agaña, GU 2011-Present

Started in 2011 to provide clients with dynamic Educational, Executive, Leadership, Organizational Training, Development and other related consulting services; backed by the most prominent developmental assessments of the day.

Consultant, Area Defense Counsel Anderson AFB, Guam 2013

Provided consulting and served as an expert witness for the Area Defense Counsel.

Practicum Counselor, ISA Psychological Services, Mangilao, GU 2012-2013

Isa Psychological Services Center is a University of Guam sponsored training clinic that offers a variety of free professional services to the University of Guam's students, faculty, staff and the greater community.

Owner, the Source, Agaña, GU 2004-Present

Started in 2004, "the Source" was created as an outsourcing company for various types of products, gift related items, souvenirs, and printing.

Executive Director, Archdiocesan Development Group (ADG), Agaña, GU 2008-2014

Promoted to lead and consolidate specific institutional and functional activities of the Archdiocese of Agaña. The ADG was created to streamline and strategically align critical management talent, effectively administer debt management, and anticipate growth capacity.

- Created the concept, organizational, and formal structure of the ADG.
- Responsible for the following institutions:
 - Guam Catholic Television
 - Exploratory team for the first Archdiocesan Television Station/Channel
 - U Matuna Si Yu'os (formally Pacific Voice) – The Roman Catholic Newspaper of the Archdiocese of Agaña (2011-2013)
 - Facilitated and Assisted in the restructuring and redesign of the newspaper
 - Founding member of St. Thomas Aquinas Catholic High School (2008-2012)
 - 1st Catholic High School in 40 yrs.
 - Founding Board Treasurer (2008-2012)
 - In the Founding Year
 - Received WASC accreditation in founding year

- Over 83% of the student body made "Honor Roll" In the first quarter of 2008-2009.
- 100% passing rate on AP exams with 40% achieving a perfect score of 5.
- Carmel on the Hill Archdiocesan Retreat Center (2010-2012)
 - Conversion of a Carmelite Monetary into an Archdiocesan Retreat Center
 - Instituted the Logo / Branding for the Archdiocesan Retreat Center
 - Coordinated local and regional events for the facility
- Cathedral-Basilica Gift Shop (largest religious Catholic store on Guam)
 - Started in 1999
 - Facilitated buyout and merger with John Paul the Great Catholic Book Store
 - Created the Catholic Education Series
- Catholic Cemeteries of the Archdiocese of Agaña
- Cathedral-Basilica Media Ministries (Graphics Design, Videography, Still Photography, Editing, Commercial production, Audio, Internet Streaming)
 - Internet streaming and Cable TV airing of various Liturgical Events
 - Operate NewTek TriCaster System
 - Graphic Design/Editing and Scripting/Directing of Commercials
- National Museum of the Dulce Nombre de Maria Cathedral-Basilica
- Dulce Nombre de Maria Cathedral-Basilica
 - Founding Member of the International Center for Holy Relics (2009)
 - Coordinated the production of "The Golden Harvest Documentary"(2008) and "Servus Tuus Documentary" (2009)
 - Archdiocesan Logistics Coordinator for "Operation Special Intention" Military Relic Tour (2009)
 - Archdiocesan Logistics Coordinator for the Pilgrim Relics of St. Therese of Lisieux (2008/2003)
 - Archdiocesan Logistics Coordinator for the Relics of the Passion Tour Manila, PI (2008)
 - Executive Planning Committee for the 50th Anniversary of the Dulce Nombre de Maria Cathedral-Basilica (2008)
 - Archdiocesan Logistics Coordinator for the Relics of the Passion Tour Guam (2007)
 - Executive Planning Committee for the Monsignori Elevation (2006)
 - Archdiocesan Executive Committee for the Great Jubilee of 2000
 - Post Beatification - Blessed Pedro Calungsod Planning Committee
 - Instituted the Logo / Branding for the Cathedral-Basilica
 - Asst. Coordinator for the Cathedral Basilica Misan Santa Marian Kamalen CD (1998)

Executive Director, Catholic Cemeteries of the Archdiocese of Agaña, GU 2007-2008

Responsible for three Archdiocesan Catholic Cemeteries with over half a million is sales (Pigo Catholic Cemetery, Anigua / Holy Cross Catholic Cemetery, Yona / Mt. Carmel Catholic Cemetery, Agat)

- Complete reorganization and business structure overall
- Responsible for the following other institutions:
 - Carmel on the Hill Archdiocesan Retreat Center
 - National Museum of the Dulce Nombre de Maria Cathedral-Basilica
 - Cathedral-Basilica Gift Shop (largest religious store on Guam)
 - Cathedral-Basilica Media Ministries (Graphics Design, Videography, Still Photography, Editing, Commercial production, Audio, Internet Streaming)

Executive Director of Administration and Finance, Catholic Cemeteries 2006-2007

Established and managed critical organizational and formal structures; led the financial management, stabilization of revenues, debt service, and human resource matters.

- Responsible for all personnel, finance and Human Resources matters
- Established SOPs, handbook, wage scale, position descriptions and formal organizational chart
- Established 401K, Medical/Dental Benefits and performance appraisals
- Created the formal organizational structure, wage scale, and position descriptions
- Managed debt service that was used to rehabilitate existing facilities, beautify grounds, construct new buildings and increase inventory

Sales and Marketing Manager, Catholic Cemeteries

2001-2006

Established and managed the first sales and marketing department. Recruited, trained and supervised all independent sales counselors and created all program materials; Implemented marketing campaigns, educational and incentive programs to fuel and further business development.

- Led financial turnaround from negative to positive cash flow and financial sustainability
- Increased market share from 6% to 18% in 5 years
- Designed and crafted all graphic concepts, layout, designs, placement
- Named General Manager of the Cathedral-Basilica Shop
 - Started the Cathedral-Basilica Gift Shop in 1999
 - Tripled the store's floor space and inventory by year 3

REFERENCES

- Available upon request