

JOHN J. RIVERA

PHD, L5, AIF, CFE, CM, SHRM-SCP, SPHRI, PHR, CFD, KSS, KHS

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John J. Rivera is an executive coach, consultant, and professor with more than 15 years of diverse professional, executive, and academic experience. John's expertise and forte is in Human Capital Innovation through Agile Leadership Transformation and Organizational Development - specializing in Emotional Intelligence, Personality Type, and Strategic Talent Capacity Building. Throughout Guam and the region John has worked with a diverse array of companies from startup to global brands, federal, and public sector to nonprofits. He has a solid track record of proven success and a strong portfolio of professional credentials. His skill sets are complemented by some of the most prominent talent developmental assessments in the market today.

Recognized for his exceptional leadership he was knighted into Equestrian Order of Saint Sylvester Pope & Martyr, one of three active Orders of Knighthood bestowed by the Pope. John was instrumental in establishing the Equestrian Order of the Holy Sepulchre of Jerusalem Magistral Delegation of Guam, an order he was also knighted into that finds its origins in the First Crusade (c1099). He assisted in the establishment of the FBI Guam Citizen's Academy Alumni Association as the founding board vice president and current President; is an Honorary Deputy Chief of Police; a founding board member and immediate past president of the Rotary eClub of Pago Bay Guam; was a member of the SHRM Guam Board of Directors; the first faculty to concurrently hold both the School of Business and Public Administration (SBPA) Graduate Programs Chair positions (PMBA and MPA), was former Program Chair for the BOH Center for Entrepreneurship and Innovation, was recognized as Who's Who in the Government of Guam: 40 Years and Under and 50 Under 40 Emerging Leaders in the Government of Guam.

After 20 years in the non-profit world, he moved into academia. Currently, he is a Tenured Associate Professor of Public Administration with the University of Guam's School of Business and Public Administration, is the MPA Program Director, and is Co-Founder and Director for the Regional Center for Public Policy. Additionally, he still actively trains and consults with various organizations. In his time with the University of Guam he has won numerous awards and accolades for his program's projects, both local and national; founded several honor societies; raised program caliber through specialized accreditation efforts; and embarked on legacy projects with noteworthy social impact for Guam and Greater Micronesia. Most recently, under his leadership, the MPA program won the 2020 UOG Triton Institutional Prestige Award and he also named the 2020 UOG Triton Faculty of the Year Award winner.

EDUCATION

Ph.D. in Organization and Management, Specialization in Leadership 2012
CAPELLA UNIVERSITY - Minneapolis, Minnesota

Awarded an Executive Certificate in Public Policy for completion of 2021
Cyber Security: The Intersection of Policy And Technology Program, Jan. 2021;
Leadership in the 21st Century Program, Sept. 2019;
Emerging Leaders Program, June 2018;
JOHN F. KENNEDY SCHOOL OF GOVERNMENT AT HARVARD UNIVERSITY, EXECUTIVE EDUCATION

Master of Public Administration 2015
Professional Master of Business Administration, Emphasis in Emerging Markets 2005
Bachelor of Business Administration (Double Major: Business Mngt. / Fi & Econ.; Minor: HRM) 2001
UNIVERSITY OF GUAM - Mangilao, Guam

ACADEMIC EXPERIENCE

University of Guam – Guam 2007 to present

- Faculty/Teaching Positions:
 - Tenured Associate Professor of Public Administration (Aug. 2020 – Present)
 - Assistant Professor of Public Administration – (2013-Aug.2020)
 - Adjunct Professor (2011-2013) and Guest Lecturer/Teaching Assistant (2007-2011)

- UOG Regional Center for Public Policy Director and Co-Founder (November 2016-Present)
- Fusion Liaison Officer (FLO) for the Mariana Regional Fusion Center (MRFC) – (Oct. 2019 – Present)
- Bank of Hawaii Center for Entrepreneurship and Innovation Program Manager (August 2019-January 2020)
- SBPA Graduate Program's Director (MPA: 2013-Present / PMBA: 2016-Sept.2019)
- Professional Master of Business Administration (PMBA) Program Chair (June 2016-Sept. 2019)
- Master of Public Administration (MPA) Program Director (Fall 2014-Present) / 2020 UOG Triton Awards Institutional Prestige Award Winning Program
- Selected to the 2019 NASPAA Next Class – the NEXT 50 years of Public Affairs Education (Oct. 2019)
- Selected to the UOG Academic Leaders Mentorship Program (2019-2020)
- Appointed by UOG President to the Strategic Planning Group (Feb. 2019-2020)
- Appointed by UOG President to the Collaborative Learning Network (Oct. 2018) – Nominated and selected as 1 of 10 individuals around campus to serve on this Presidential Transition Committee
- Elected to the Faculty Senate and served in numerous other University Committees
- Harry S. Truman Scholarship Foundation Faculty Representative (2016-Present)
- George J. Mitchell Scholarship Foundation Faculty Representative (2017-Present)
- Over 12 Undergraduate/14 Graduate Courses in Business, Public Administration, and Criminal Justice in Management, Leadership, HR, OB, Strategy, Policy, Finance, Community Planning, Capstones, and Others

First Certified Manager (CM) Certified Instructor **Aug. 2019 to Present**

University of Guam Global Learning and Engagement Dept. **2011 to present**

- Intl. Business Courses for Jeju Global Teachers University – Korea & Chiba Institute of Technology- Japan
- American Management Association (AMA) Program Instructor for a dozen courses

University of Maryland University College Asia - Guam **2011-2019**

- Adjunct faculty (grad/undergrad) to include courses in business, marketing, finance, strategy, leadership, etc.

Over 20 Publications and Articles / 50 Proceedings, Panels, and Presentations

PROFESSIONAL CREDENTIALS

- L5 Behavioral Governance – certified by 3Ethos with the L5 professional designation (Nov. 2018)
- AIF: Accredited Investment Fiduciary – Certified by Fi360 (Jan. 2018)
- CFE: Certified Fraud Examiner – Certified by the Association of Certified Fraud Examiners (June 2016)
- SPHRI: Senior Professional in HR – Intl./ rebranded from the HRMP™ - Certified by HRCI (Feb. 2016)
- CFD: LERN Certified Faculty Developer – Certified by Certified Faculty Development Institute (May 2015)
- SHRM-SCP: SHRM Senior Certified Professional – Certified by SHRM (Jan. 2015)
- HRMP: Guam's 1st Human Resource Management Professional – Certified by HRCI (2013)
- PHR: Professional in Human Resources – Certified by HRCI (2012)
- CM: Among Guam's 1st Certified Managers – Credentialed by ICPM /James Madison University (2011)
- KHS: Equestrian Order of Holy Sepulchre of Jerusalem – Chivalrous Order of Knighthood (2012-Present)
- KSS: Equestrian Order of St. Sylvester Pope & Martyr – Pontifical Order of Knighthood (conferred by Pope Benedict XVI in 2009)

SELECT AWARDS & RECOGNITION

- Over 15 Awards that includes: Certificates of Congressional Special Recognition, Legislative Certificates, Legislative Resolutions, Governor's Latte Award and other accolades.
- Memberships into 9 Honor Societies / Founding Advisor for 4 Honor Societies
- 50 Under 40 Emerging Leaders in the Government of Guam Award
- 2020 Annual Triton Awards – Faculty of the Year
- 2020 UOG Graduate Award – Outstanding Graduate Faculty Award Nominee
- Letter of Commendation from ASAC Honolulu Division-FBI for Partnership success
- 2017 FBI Director Community Leadership Award for Project Foresight (Washington DC FBI Headquarters)
- 2017 Judiciary Stakeholders Recognition Award
- 2017 Albert Nelson Marquis Lifetime Achievement Award
- Who's Who in the World (34th-2017, 35th-2018, 36th-2019,37th-2020 ed.)
- 2016 MagPRO Excellence in Higher Education SBPA Nominee

- Association of Government Accountants (AGA) Guam Chapter: "Who's Who in the Government of Guam: 40 Years and Under" Awardee – September 2015
- UOG 2015 U.S. Professor of the Year (Carnegie Professor) nominee
- Center for Scholastic Inquiry (CSI) – Best Paper in Business Track Award (Oct. 1, 2014)
- New Faculty of the Year Award (UOG-May 2014)

SELECT TALENT DEVELOPMENT ASSESSMENTS / CERTIFICATIONS

- Guam's 1st and only MBTI (Myers-Briggs Type Indicator) Master Practitioner - STEP I, II, & III Certified
- EQ-i and EQ-i 2.0 - Emotional Quotient Index – Certified (among Guam's first EQ certified practitioners)
- TIPS (Training for Intervention Procedures) Trainer
- Entrepreneurial Mindset Profile (EMP) Certified
- Strong Interest Inventory (Strong) Certified
- Klein Group Instrument (KGI) Certified
- Pearson-Marr Archetype Indicator (PMAI) – Certified
- Portraits of Jung Type Behavior (JTB)– Certified
- Fundamental Interpersonal Relations Orientation (FIRO-B and FIRO Business) Qualified
- Murphy-Meisgeiger Type Indicator for Children (MMTIC): Qualified
- Thomas-Kilmann Conflict Mode Instrument (TKI) – Qualified

SELECT PROFESSIONAL MEMBERSHIPS, BOARDS, AND AFFILIATIONS

- PathCheck Foundation COVID-19 Volunteer: Guam Rollout of GAEN, non-GAEN, Bluetooth Pilot for Contact Tracing App; Language Support
- HR Certification Institute (HRCI) – SPHRi Exam Writing Panel (Selected Jan. 2020)
- Executive Order No. 2019-23: Appointed Member – Team 5 Guam Green Growth (G3) Working Group
- UOG Phi Kappa Phi Honor Society (#354) – Founding Charter Member (inducted Mar.2020) / Treas. (2021)
- Epsilon Pi Phi Emergency Mgmt. Honor Society – UOG Chapter Founding Advisor/Member (Aug. 2019)
- Omicron Delta Epsilon Intl. Honor Society for Econ. – UOG Chapter Member (inducted May 2019)
- Executive Order No. 2019-04: Appointed Vice-Chair to the Governor's Task Force to Reform Government Permitting Procedures (February 2019 – August 2019)
- Dulce Nombre de Maria Cathedral-Basilica Parish Finance Council (Nov. 2018-Present)
- GPD Honorary Deputy Chief of Police (Sworn in Aug. 7, 2018)
- FBI Guam Citizens Academy Alumni Association / 2021 President (Nov. 20, 2015 – Present)
- SHRM Guam Board of Directors Student Relations Director (2015-2018)
- Rotary E-Club of Pago Bay Guam Member – chartered June 12, 2014 (2014-Present)
 - President (2019-20), Secretary (2014-16), Inaugural Int'l. & Comm. Service Dir. and Charter Member (2014-15)
- Fiduciary Academy Member (2018-Present)
- Golden Key International Honor Society – UOG Chapter Founding Member (inducted 2018)
- Sigma Beta Delta Intl. Honor Society for Business, Mngt. and Admin. – Founding Member (inducted 2017)
- Alpha Phi Sigma Criminal Justice Honor Soc. Lambda Psi Chapter – Honorary Member (inducted April 2017)
- Institute of Certified Professional Managers (ICPM) Exam Advisor (2012-2017)
- Techstar Community Leader (2016-present)
- Blue Key Honor Society – UOG Chapter Founding Member (inducted 2016)
- Pi Alpha Alpha Global Honor Society for Public Affairs and Admin. – UOG Founding Member (2015)
- Institute of Certified Prof. Managers (ICPM) Intl. Advisory Group (IAG) Founding Member (2013-2014)
- Equestrian Order of Holy Sepulchre of Jerusalem Founding Board Chancellor (2012-Present)
- Catholic Cemeteries of Guam, Inc. Founding Board of Directors (2011-2014)

PROFESSIONAL EXPERIENCE

President/Senior Consultant, Allied Business Consultants, Inc., GU **2017-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. Clients include local and regional governments, military, nonprofits, private companies (small, family-owned to corporate), medical, construction, educational institutions, etc.
<http://www.alliedbusinessglobal.com/>

Director & Co-Founder, UOG Regional Center for Public Policy, GU **2016-Present**

The Regional Center for Public Policy (RCPP) was created to be a regional nexus in Micronesia where leaders converge to address, research, collaborate and solve crucial issues in relation governance, leadership and public policy. RCPP creates globally minded and locally relevant strategic conduits by leveraging a symbiotic and complementary synergy between the university community, public-private partnerships, public service collaborations, SBPA programs/partners and others.

Consultant, Leading Edge, 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, 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 talent developmental assessments.

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, 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, GU **2004-Present**

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

Executive Director, Archdiocesan Development Group (ADG), 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
 - U Matuna Si Yu'os (Pacific Voice) – Roman Catholic Newspaper of the Archdiocese of Agaña
 - Founding member of St. Thomas Aquinas Catholic High School
 - Carmel on the Hill Archdiocesan Retreat Center
 - Cathedral-Basilica Gift Shop
 - Catholic Cemeteries of the Archdiocese of Agaña
 - Cathedral-Basilica Media Ministries
 - National Museum of the Dulce Nombre de Maria Cathedral-Basilica
 - Dulce Nombre de Maria Cathedral-Basilica
- Responsibilities include Hosting of Vatican Officials and Church Dignitaries; Coordination of island-wide liturgical events, development activities, documentaries, concerts, gallery exhibits, fundraising events, etc.

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 and 20M in assets (Pigo Catholic Cemetery, Anigua / Holy Cross Catholic Cemetery, Yona / Mt. Carmel Catholic Cemetery, Agat)

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

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

Sales and Marketing Manager, Catholic Cemeteries, GU **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.

Business Startup, Cathedral-Basilica Gift Shop, GU **1999-2014**

Established and managed this startup which became the largest religious retail gift shop.

Part Owner, Brown Bag Café, Eastwood, Philippines **2005-2007****Administrative Assistant, Dulce Nombre de Maria Cathedral-Basilica, GU** **1994-2001**