

SOHEE JUN

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SUMMARY

Accomplished leadership development strategist, leadership coach and Amazon Bestseller with over 20 years' experience in implementing global leadership development programs, coaching and partnering with key executives and employees to achieve business value and improve organizational culture. Specialized expertise in the following areas:

- Leadership Development
 - Team Effectiveness + Facilitation
 - Offsite Design + Facilitation
 - Leadership Coaching
 - Training Program Design, Delivery & Evaluation
 - Keynote Speaker
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PROFESSIONAL EXPERIENCE

FOUNDER
S.J. CONSULTING

10/2017 - CURRENT

- Leadership coach for highly ambitious women and emerging leaders.
- Leadership development expert working with entertainment & media, high tech, startups, gaming and other world-renowned companies.

EXECUTIVE DIRECTOR, OD + CHANGE MGMT
Warner Bros. Entertainment (Warner Media)

8/2015 – 10/2017

Led the domestic organizational development and change management team for Warner Media.

- Responsible for P&L for the 12 person OD team as well as designing, developing, and driving the OD strategy for the Studio.
- Develop team members to ensure team collaboration, synergy and effectiveness with clients across the globe.
- Partner with the Learning & Development lead to deliver impactful and targeted programs for key clients throughout the studio as well as for the enterprise.

MANAGER, ORGANIZATION DEVELOPMENT
Warner Bros. Entertainment

5/2010 – 3/2013

Dedicated internal OD consultant for the world-wide Home Entertainment and Corporate divisions.

- Project lead on the WBHive innovation initiative that will launch Studio-wide in 2013.
- Facilitate customized strategy and leadership development workshops for teams and individuals on business related leadership and team performance opportunities.
- Serve as the strategic OD & Learning partner to executives within the Corporate and Home Entertainment divisions to drive strategy and change within their business units.
- Partner with senior leaders for executive coaching in turn-around engagements.
- Developed the learning strategy, deployed and successfully facilitated the 2011, 2012 and 2013 WBGames leadership development workshops.
- Managed the Employee Opinion Survey process by partnering with HR and key executives to communicate and develop action plans.

MANAGER, TRAINING & ORGANIZATIONAL DEVELOPMENT
Jacobs Engineering Group

3/2007 – 9/2008

Primary consultant for global organizational development and change management efforts impacting 55,000 employees.

- Lead project manager for the global talent management project, which included implementation of a new performance management and succession planning system.
- Facilitated and enhanced the succession planning process via creation of tools and processes for the CEO and the top 300 leaders in the company.
- Developed and launched the global new employee on-boarding process, resources and tools for managers which garnered a 77% highly satisfied score with new hires.
- Created and launched the first global online new employee orientation video to ensure employee engagement and retention.
- Led the Jacobs Professional Women's Collaborative via development of steering committee charter, structure and formalized guidelines aimed at developing key leaders throughout the organization. Coordinated the annual conference which garnered a 4.5 (out of 5) on the "value to you" rating.
- Successfully led and facilitated the global People Metrics employee survey including administration, vendor management, communication, strategy and analysis and presentation for the corporation. Obtained a response rate of 75% for the organization.
- Developed the C-Suite succession plan presentation for the Board of Directors.
- Dedicated coach and consultant for the organization on teambuilding, assessments, competencies and succession planning and performance management.
- Designed and developed the Lominger Competency library for global HR leadership.

FIRST VICE PRESIDENT, CULTURE MANAGEMENT
VICE PRESIDENT, CULTURE MANAGEMENT
MANAGER, CULTURE MANAGEMENT
Countrywide Financial Corporation

6/2006 – 3/2007

4/2005 – 6/2006

11/2003 – 4/2005

Provided strategic culture oversight and managed \$1M budget with 4 direct reports, supporting the Wholesale Lending Division. Promoted 2 times in a span of 3 & ½ years.

- Coached and consulted with senior executives on the evolution of the division's culture management efforts.
- Promoted and successfully implemented the 2006 Employee/Culture Survey and obtained a response rate of 85% for the division.
- Developed, implemented and deployed Wholesale Live, the division's one-stop intranet resource. Developed change management plan associated with launch.
- Successfully launched the Wholesale Culture & Values statement to all 4,500 employees in the division utilizing a network of field-based Culture Ambassadors. Currently responsible for a combined Culture Management infrastructure of over 100 members.
- Designed and executed "Wholesale Managers Training I & III," a 4-day leadership development program required for all 500 supervisory and senior management within the Division. Trainer and facilitator for Culture, Rewards & Recognition, Teambuilding and Communication Best Practices.
- Facilitated strategic culture planning sessions with the Steering Committee.
- Collaborated with senior leaders on the development of action plans aimed at creating a "world class" workforce.
- Managed employee Rewards & Recognition function and team building programs that motivated resources to operate in ways that attain organizational goals.
- Managed multiple vendor relationships.

- Developed and launched Divisional New Employee On-boarding Process which resulted in quicker new-hire effectiveness.

PROJECT CONSULTANT
Washington Mutual

3/2003-11/2003

Lead consultant for training, organizational development and leading change management efforts impacting 1,000 employees across the Home Loans Division.

- Provided leadership, tactical planning, research, analysis and acted as operations/project liaison to a specific bank project (eePulse) in support of the organization's corporate strategic objectives.
- Created training strategy and successfully trained over 50 senior executives and line managers in eePulse.
- Assessed and consulted client groups on workplace and management issues as seen in eePulse and conducted focus groups and deep dives. Presented findings to executive team to develop action plans aligned with department goals.
- Managed organization and leadership development and coached senior managers to become highly effective sponsors of change and improved their ability to accelerate change throughout their organizations.
- Designed and implemented focus group strategy for several client groups in OD/HR to deep dive into management and workplace issues. Successfully delivered feedback and provided recommendation to executives which produced action steps and created quick wins.
- Co-facilitated "Mission & Strategy," a 3-day offsite with executive team to develop a "best in class" organization through organizational redesign and competency models.
- Process consultant to executive team: designed and conducted 4 facilitation sessions for rules of engagement and team goals utilizing Appreciative Inquiry.
- Designed satisfaction survey for internal client group to increase customer satisfaction and strengthen internal work processes. Generated survey results and delivered recommendations and next steps for process improvement.

HUMAN RESOURCE SPECIALIST
Jet Propulsion Laboratory

8/2000-11/2002

Responsible for Training, Recruiting and Project Management in the Human Resources Department.

- Conceptualized, designed and implemented training module on Americans with Disabilities Act (ADA) and Affirmative Action training modules. Successfully trained more than 150 managers at JPL.
- Change and communications consultant to the EPIC process improvement team. Created change management plans and strategic development for the successful implementation of a new applicant tracking system that resulted in reduced time to hire new employees.
- Managed all aspects of recruiting including tracking resumes, selecting candidates for interviews, finalizing job offers and exit interviews.

INDEPENDENT CONSULTANT

9/1998-8/2000

Client List: Goodwill Industries, Los Angeles Free Clinic, Berman Consulting Group, Center for Innovation and Change and National Conference for Community and Justice.

EDUCATION

- **Ph.D. & M.S.,** Organizational Psychology

Alliant University/California School of Professional Psychology, Los Angeles, CA

- **B.S.**, Psychology, Magna Cum Laude
University of Arizona, Tucson, AZ

CERTIFICATIONS

- CPP Mountain View Level C Clearance for Meyers Briggs Training
- Certified on Lominger Competencies
- DiSC & Hay Certified
- Scrum/Agile