

KALVIN R. JOHNSON, MSgt (Ret.), MAOL, B.B.A., Ph.D. CANDIDATE

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Accomplished professional with a diverse background encompassing legal and corporate leadership psychology, reinforced by ongoing Ph.D. studies in Industrial & Organizational Psychology. Highlights include:

- **Leadership and Innovation:** Demonstrated leadership abilities, highlighted by my role as a Paralegal Manager in the US Air Force, where I established corporate-level Diversity and Inclusion Programs and pioneered the Squared Away Leadership Theory (SALT). Effective in ensuring compliance with Federal Law and Department of Defense regulations.
- **Operational Efficiency:** Proven track record in optimizing operations, such as streamlining legal processes and reducing manpower hours by 80%. Proficient in compiling and analyzing statistical data for informative reports and successfully handling multi-million-dollar legal budgets.
- **International Experience:** Thrived in diverse international environments, including South Korea, where I led teams, managed budgets, and resolved complex legal issues. Notable achievements include negotiating with local union presidents and spearheading facility upgrades.
- **Educational Dedication:** Committed to personal growth and academic excellence, currently pursuing a Ph.D. in Industrial & Organizational Psychology, hold a Master of Arts in Organizational Leadership, and a Bachelor of Business Administration in Legal Studies.
- **Effective Communication:** Certified Instructor and Motivational Speaker, underscoring proficiency in communication and leadership development.

EXPERIENCE

Owner, CEO

2021- Present

Objective Aesthetic, LLC, Remote (Columbia, SC)

- Provide consulting services in the areas of Diversity and Inclusion, Leadership Development, Organizational Development, Risk Management & Compliance, and Talent Management
- Offer guidance and support to individuals and organizational executives as a Life/Executive Coach, helping them enhance their performance and work towards personal and professional growth objectives
- Deliver motivational speaking engagements, both in-person and virtually, with the goal of inspiring and motivating audiences to act, enhance their lives, overcome challenges, and instigate positive change
- Utilize Digital Content Creation to design and refresh brand logos, develop websites, and manage social media platforms
- Created and Implemented RIOT training (Reverence, Intentionality, Objectivity, Togetherness), a core value system that applies to both individuals and organizations

Global Financial Crimes: AML Compliance Testing – Internship

01/2023 – 03/2023

Morgan Stanley, Remote (Columbia, SC)

- Evaluated and responded to inquiries pertaining to Anti-Money Laundering, Sanctions, and Anti-Bribery and Anti-Corruption matters within the business domain
- Assessed the Financial Crime risks associated with both prospective and current clients, as well as the Firm's business operations
- Conducted in-depth analysis of industry and regulatory developments related to Financial Crimes
- Contributed insights to ongoing Financial Crimes investigations

- Analyzed, offered input on, and participated in presentations related to the Summer Analyst group project centered on Financial Crimes
- Identified Key Anti-Money Laundering and Testing continuity issues
- Developed manual and automated key control flow charts for future use recognizing missing information for major controls system
- Created a new personnel intake approach

US Air Force

2012 – 2023

Paralegal Manager

2020 – 2023

US Air Force, Sumter, SC

- Established and led two corporate-level Diversity and Inclusion Programs.
- Developed the Squared Away Leadership Theory (SALT)
- Served as Principal Advisor to the senior attorney in the corporate-level law department.
- Functioned as a senior paralegal, ensuring compliance with Federal Law and Department of Defense regulations
- Oversaw daily operations of a significant legal office, including five downrange law offices
- Managed a Headquarters level legal program encompassing eight units, handling \$737K in expert witness fees, 60 expert witnesses, and 20 disciplinary cases
- Supervised a team of 15 legal assistants, covering office functions, case preparation, and training
- Collaborated with senior legal advisors to plan for a 100-person task force team
- Acted as a liaison for eight divisions' legal offices, encompassing office management, general law, civil law, and military justice
- Conducted thorough legal research, reviewed precedents, and provided final legal recommendations to senior attorneys
- Led multi-functional teams that streamlined seven organizational in/out progress programs, resulting in an 80% reduction in manpower hours
- Compiled and analyzed statistical data, producing informative reports on legal activities and investigating three multi-million-dollar accident cases

Law Office Supervisor

2019 – 2020

US Air Force, South Korea

- Developed and led South Korean Leadership Fraternity and supervised 11 employees that were direct reports, along with supporting 2,800 affiliate members in remote locations
- Planned and executed an office budget of \$19K, which included facility, equipment, and resource oversight
- Negotiated with 2 local union presidents which resulted in zero cost to the U.S. government and avoided \$50K in lawsuits
- Coordinated a \$44K facility upgrade, which resulted in jet noise elimination and boosted sound quality for 6 trials
- Directed activities of the legal office to include serving 1,100 clients and 2,300 notaries while saving \$137.9K in legal fees
- Successfully created a Sexual Misconduct Mitigation Initiative

Law Office Supervisor, Sr. Paralegal Advisor

2016 – 2018

US Air Force, Valparaiso, FL

- Provided leadership, training, and guidance to a 42-member office, including supervision of up to 16 staff members, comprising paralegals and junior attorneys
- Prepared, organized, and presented court case statuses to senior management, overseeing the allocation of a \$35K budget

- Supervised the preparation of various legal documents, such as powers of attorney, wills, and notary services, for a client base of 92,000
- Developed and implemented a social media policy brief for the organization and authored the first-ever legal writing guide, adopted by senior leadership
- Led a comprehensive \$30M accident investigation

Paralegal

2012 – 2016

US Air Force, Montgomery, AL

- Managed classrooms, equipment, the law library, courtrooms, computer labs, and resources valued at over \$1.3M and maintained subject matter expert qualifications for essential areas of paralegal education and training
- Oversaw progress checks, performance tests, and end-of-unit examinations for students and assessed clients' legal assistance eligibility
- Reviewed evidence for factual sufficiency and drafted charges and specifications for cases
- Successfully completed a special assignment valued at \$4M, finishing one week ahead of schedule and specifically requested for the task

EDUCATION

Ph. D. Industrial & Organizational Psychology

2023 – Present

Adler University

Master of Arts in Organizational Leadership

2020

Brandman University

Bachelor of Business Administration in Legal Studies

2018

Strayer University

Associate of Applied Science in Paralegal Studies Community College of the Air Force

2013

Associate of Applied Science in Instructor of Technology and Military Science

2013

Community College of the Air Force

Associate of Applied Science in Avionics Systems Technology

2013

Community College of the Air Force

CERTIFICATES

Instructor, Community College of the Air Force

2013

Motivational Speaker, International Association of Professional Motivational Speakers (IAPO)

2021

Professional Manager, Community College of the Air Force

2018