



**DEI Surveys. Com**  
**Joe Mattox, P.D. Managing Partner**  
**Organizational Consultant- Leadership Development Coach**

**Key Strengths:** Collaborator, Strategist, Compassionate Advisor, and Systems Thinker

As a Consultant ...

With over 25 years of coaching experience, my passion is helping organizations assess and develop diverse and inclusive innovative organizational climates and cultures. I help leaders acquire skills to lead organizational change, actualize their vision, and execute on their mission and goals while increasing their awareness of their critical role in creating an innovative environment where each individual team member is recognized and supported in being their authentic self.

My Bio...

Dr. Mattox is a nationally known executive coach, lecturer, and trainer. He has over twenty-five years of experience in workplace psychology with a particular expertise in executive coaching, change management, creating a respectful workplace, leadership training and managing diversity.

His coaching practice has included a range of leaders, from CEOs to senior vice presidents, and middle managers. His current work in organizations focuses on leadership competencies and behaviors that encourage individual initiative and leadership from a systemic perspective in order to achieve clearly defined business results.

Prior to creating ***Diversity Equity and Inclusion Surveys. com***, Dr. Mattox held leadership roles in a variety of organizations including, Genentech, Pacific Gas and Electric Company and the University of California San Francisco. By applying his business and line experiences in combination with his organizational consulting expertise to real-world business challenges, Joe provided a variety of organizational interventions throughout multiple companies including providing change and organizational transformation consultation, conflict resolution services, strategic planning offsites, leadership team building sessions, diversity and inclusion assessments, assisting companies with their diversity and inclusion initiatives, and providing customized training solutions, (sexual harassment and diversity sensitivity training programs.)

Dr. Mattox's specialty is effectively linking people processes to business outcomes. He does this by helping participants improve various leadership competencies including; decision making; strategic agility; diverse leadership skill building (increasing skills in leading subordinates, teams, peers and associates from diverse backgrounds); leading and accelerating change; leadership composure, and political savvy. He has successfully resolved major conflicts between managers, employees, and departments that are in major conflicts. Dr. Mattox's expertise in human behavior and cross-cultural communication provides multiple tools for resolving complex workplace challenges. He regularly teaches these tools and techniques to managers, third-party neutrals and human resource professionals across the country.

**Some of Joe's many clients include:** Genentech, UCSF, Qiagen, Intuitive Surgical, Charles Schwab, Summit Medical Center, San Francisco Unified School District, Alta Bates Medical Center, Oracle, Kaiser Permanente, Williams Sonoma, Inc., the National Football League, Wal-Mart.com, USDA, Chevron, California Public Employees Retirement System (CalPERS), and Williams Sonoma.

He holds his Ph.D. in Clinical Social/Organizational Psychology from the Wright Institute Graduate School, and his MS and BA in Psychology from California State University, Hayward.

[Jmattox97@gmail.com](mailto:Jmattox97@gmail.com)  
510. 812. 2458.