

Contact

www.linkedin.com/in/mattreis
(LinkedIn)

Top Skills

Leadership Development
Organizational Effectiveness
Employee Engagement

Certifications

Benchmarks 360
Certified Yellowdig Instructor

Publications

A Manager's Guide to Human Behavior - 5th ed. (2010)

Inclusion and Work Engagement: The role of leadership behaviors and perceived similarity

Matthew Reis, PhD

Lecturer at Boston University
Boston

Summary

Educator, researcher and consultant with expertise in leadership and organization behavior. I work with people at all levels on how to improve effectiveness at the individual, team and organization levels. Extensive experience in the design, delivery and evaluation of employee and organizational development programs in a variety of corporate, service, and not-for-profit environments.

Specialties: Leadership Development, Organization Change, Employee Engagement, Coaching, 360 Feedback, Team Building, Strategic Planning, Process Improvement, and Performance Management

Experience

Boston University
Lecturer
2011 - Present (11 years)
Boston, MA

Teach in the Questrom School of Business

Organizational Behavior – MO221 and OB712

Undergraduate and MBA courses covering application of psychological principles, research, theories, methods, and interventions to the world of business and organizations.

Business, Ethics and Society - SM131

Core business course where students explore the ethical problems facing global management.

Managing Organizational Change – OB844

MBA course focuses on the planning and control of organizational and behavioral change in a dynamic business environment, with an emphasis

on development of change techniques to diagnose, implement and evaluate organizational change processes.

Leadership in the Workplace – PS330

Undergraduate course focusing on the practical, applied and theoretical aspects of leadership.

Business and the Social Environment – SO310

Undergraduate course - using a multiple stakeholder, open-systems approach - examines the complexity and interdependence between organizations and people living in modern society.

Positive Psychology – PS592

Undergraduate course covers the core assumptions and research findings associated with human strengths and positive emotions, and explores interventions and applications informed by what is right and positive about people and institutions.

Social Psychology - PS261

Manner in which the behavior, feelings, and thoughts of one individual are influenced and determined by the behavior and/or characteristics of others. Attraction, attitudes, aggression, person perception, and groups. Readings cover theories, experimental research, and application.

OrgSynergy Consulting

Independent Consultant

2002 - July 2017 (15 years)

OrgSynergy provides leadership and organization development consultation and training services to small and medium sized businesses. We partner with companies to develop custom improvement processes that are collaborative, competency based, and focused on achieving success for their organization.

University of Phoenix

Part-Time Faculty Member - Doctoral Management Program

2005 - June 2017 (12 years)

Taught in the Doctoral Management in Organizational Leadership program. Courses included: Transformational Leadership and Innovation, The Dynamics of Group and Team Leadership, Organizational Theory and Design, The Impact of Technology on Organizations, and Organizational Diagnosis and

Intervention. Chaired dissertation committees for students conducting original research on leadership in organizations.

Bentley University

Adjunct Faculty

January 2015 - December 2015 (1 year)

Waltham, MA

Taught in the Management Department.

MBA Management Consulting Skills - MG704

Covers the consulting process, skills for project, team, and client management, the ethics of consulting, and the consulting industry. Students, work on project teams within the class "consulting firm" to conduct an in-depth consulting project with an organization over the course of the semester.

Introduction to Management Consulting Skills - MG341

Introduces the consulting process, basic skills for project, team, and client management, ethics, careers in consulting, and issues surrounding effective use of consultants. Students apply these skills by running real consulting projects with for-profit and not-for-profit organizations over the course of the semester.

nSight, Inc.

Program Manager and Higher-Ed Course Developer

March 2011 - June 2013 (2 years 4 months)

Burlington, MA

Provided contract program management and course development for various Higher Education clients.

Online Business Course Development

July 2012 – December 2012

Oversaw development of curriculum for over 70 online business course modules. Partnered with Pearson education to create these online, competency-based courses for a major U.S. university. Hired and managed a team of 12 Instructional Designers, Subject Matter Experts and Course Developers.

Pearson Education Course Assessments

September 2011 – December 2011

Created custom learning assessments for five undergraduate-level courses in the Pearson education CourseConnect program. Courses included: Organizational Behavior; Principles of Management; Human Resources Management; Supervision; and Introduction to Psychology.

Course Development - Human Resources Management

March 2011 – June 2011

Created audio narrative and slide presentation for Human Resource Management, 12/E

Textbook © 2012 by R. Wayne Mondy (Pearson Education)

Babson College

Manager of Organizational Development

1999 - 2010 (11 years)

- Designed annual Manager Development Program to develop leadership skills of high-potential employees and drive organizational change efforts through action learning.
- Planned and managed talent management efforts: streamlined performance management process and implemented online appraisal system for 100% on time participation and more accurate reviews; initiated competency-based succession planning process; and integrated competencies into the performance management process for development of all employees.
- Directed employee engagement, culture, and diversity survey processes to assess needs for change and to improve effectiveness of over 700 employees. In response, successfully designed and delivered custom leadership and management training programs, team building for effectiveness, 360-degree feedback, on boarding, mentoring and coaching programs.
- Facilitated development of strategic plans for the organization as part of large-scale change efforts. Enhanced communication and effectiveness at all levels through improved strategic alignment.

Atlantic Richfield Company (ARCO)

Organizational Development Consultant

1995 - 1998 (3 years)

- Developed a training and development program (ARCO University) for all 4,000+ Los Angeles based ARCO employees. Facilitated management and leadership programs.
- Re-designed and co-facilitated the Global Leadership Forum, a senior management development program for leading a global energy company with over 15,000 employees as part of the corporate talent management process.

- Managed the Santa Barbara Executive Development Seminar to improve effectiveness, reduce costs and increase connections with senior leaders.
- Revised performance appraisal process, developed competency models and performed job evaluations as part of strategic change initiative to support corporate talent management process.
- Implemented new Performance Development Process for ARCO Products to align employees with the strategy through increased communication, managerial coaching, and development initiatives.

Education

Claremont Graduate University

PhD, Psychology - Organizational Behavior · (1995 - 2002)

Claremont Graduate University

Master of Arts - MA, Psychology - Organizational Behavior · (1993 - 1995)

California State University-Northridge

BA, Psychology · (1991 - 1993)