



## JON SWARTZENTRUBER

President & Managing Partner



MR. SWARTZENTRUBER has had a wide and varied career, serving in positions ranging from Sales Manager to CEO at small business boutiques and multibillion dollar household names. Prior to joining Paradyne Consulting Works, Jon was Vice President of Leadership Development at Kiewit Corporation, the second largest engineering and construction firm in North America, where for eleven years he led this company's mission to build an innovative Leadership Development architecture. His efforts resulted in Kiewit being named to Fortune/Aon Hewitt's Top 25 Companies for Leaders, the only engineering or construction company to be so recognized. Kiewit was also recognized in *America's Best Places To Work*, and *America's Most Admired Companies*.

Under Jon's leadership over this time, while the company more than doubled in size and profitability, they reduced the time-to-promote to critical positions by 40%, increased retention of identified High Potentials by 30%, and created Talent Pools for project manager and higher positions which exceeded future needs by 25%. And as measured by 3600 reviews and company-wide engagement scores, leadership behavior and effectiveness increased dramatically.

Jon is not only an experienced Organizational Development (OD) executive, but a skilled practitioner as well. As a seasoned partnering facilitator, he led the client-contractordesigner partnering effort at Poseidon Water's \$1B Carlsbad, CA Desalination Plant, resulting

in numerous awards including Design Build Institute of America (DBIA)'s 2015 Project of the Year.

Earlier in his career, he served as Senior Consultant for LA-based Management Action Programs, and as founder and CEO of three successful start-up companies in the construction and aviation industries.

He has built and led highly acclaimed leadership programs for companies as varied as Southern California Edison and Wadsworth Construction, experiences he brings to Paradyne's new flagship **SIXTH FACTOR ACADEMY**.

A published playwright, Jon is well known for his comedies chronicling turn of the century life in southeastern Pennsylvania.

He enjoys boating, golfing, and the relentless pursuit of leisure.

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