



“I am passionate about creating globally distributed, culturally diverse business teams that achieve high-performing results.”

Matthew Koren
Principal
Master Millennial Consulting
+1-503-765-6542
matt@matthewkoren.com
[linkedin.com/in/matthewkoren](https://www.linkedin.com/in/matthewkoren)

Consultant | Coach | Speaker | Trainer | Facilitator

Matthew Koren is a dynamic coach, consultant, and facilitator out to build globally distributed, culturally-diverse teams that achieve high-performing results. He believes that collaboration and teamwork are the drivers behind all successful projects, and is skilled at linking the tools and systems of fulfillment with the real, underlying human dynamics so the team can realize their full potential. Through a solid understanding of cross-cultural contexts and communication, best practices of high-performing teams, and technology support tools, Matthew architects projects and their fulfillment teams for success, particularly when the team collaborates virtually.

Matthew brings over 12 years of coaching and leadership development experience, including the last six years of strategic business development consulting, to his work. His expertise in cross-cultural/functional team communication, coaching, and the psychology of group dynamics informs his talent strategy practice of building high-performance teams that achieve breakthrough business results. Matthew's key strengths are in uncovering the root causes of issues, then providing effective interventions supported by executive stakeholders and employee engagement strategies to support lasting change. He has led numerous business and nonprofit management teams to success.

Practice areas of expertise:

- Organizational Communication
- Leadership development
- Team culture and mindfulness
- Implementation Strategy
- Collaborative team structures and technologies
- Cross-cultural methodologies
- Sales team performance management

Industry areas of expertise:

- Education (and EdTech)
- Finance (and FinTech)
- Technology
- Hospitality
- Real Estate

Recent Projects

Team and implementation strategy

Project Manager, Strategic Partnerships, Global Diversity and Inclusion Team—LinkedIn, Sunnyvale, CA, USA 2016-2019

Support the project owner in the development and execution of global diversity and inclusion partner program development including all levels of project fulfillment from strategic visioning to content development for internal/external Diversity, Inclusion, Belonging sites and other assets, as well as 'Rock Your Profile' product development initiative to increase diversity of users on the platform and capture a wider market segments.

Project Manager, Strategic Partnerships and Innovation—Kaplan University, Ft. Lauderdale, FL, USA 2012-2015

Support the project owner and team on all levels of project fulfillment from strategic partnerships to content development for a MOOC course leveraging LinkedIn integrations projected to reach millions of users and the ongoing Visionary Voices video project of industry thought-leaders sharing insights for success in today's fast-paced environment.

Consultant—Pixel Arts, Portland, OR, USA 2012

Coached the founder and executive team of this 'gaming for social good' non-profit to build their infrastructure and volunteer corp from the ground up, culminating in their first Gamp Camp event which drew 5 media articles and had a total conversion rate of student interest to registration of 76%.

Managing Director—TEDxBellevue, WA, USA 2012

Developed and managed the collaborative, all-volunteer team to sell out TEDxBellevue 2012 themed "Sustainable Happiness".

Executive Coaching

Executive Coach—The Bier Stein, Eugene, OR USA 2017-present

Coached multiple business managers to improve team alignment and communication, as well as effectiveness in reaching organizational goals.

Business Advisor—Small Business Development Center (SBDC), Portland OR, 2015-2018

Client-centered business advisory, training, information and technical assistance in all aspects of starting, growing and scaling a small business. Developed and delivered customized leadership development and management trainings to regional businesses. SBDC is a government-sponsored program through the SBA.

Executive Coach—Rebuilding Center, Portland, OR USA 2015

Provided on-boarding support to a new executive director for the organization around team communication, collaboration, and leadership brand.

Executive Coach—Ninkasi Brewing Company, Eugene, OR USA 2014

Worked with a sales manager to improve time management and team communication/collaboration skills, as well as develop his leadership brand.

Consultant—SWIFT/Innotribe, Brussels, Belgium, 2012

Worked with the innovation team of SWIFT to create and implement a custom team alignment training and retreat, followed by individual communication and leadership development coaching over multiple months.

Executive Coach—Haurly's Collision and Repair, Seattle, WA, USA 2012

Worked with their sales and operations teams to create and implement a custom communication and project strategy to streamline communication between the front and back offices.

Business Coach—Causeit Inc, Portland, OR, USA 2010-2013

Matthew Koren Curriculum Vitae

648 coaching hours over 2.5 years for 30 clients seeking leadership and new business development support.

Master Coach—InsideTrack, Portland, OR, USA 2007-2009

Managed two direct reports and a portfolio of 120+ students with average coaching time per day between 4 - 5 hrs.

Training, Facilitation, Learning Design

Consultant—Starmark International, Ft. Lauderdale, FL 2017-2018

Completely redesigned the new employee on-boarding program to increase engagement and retention using updated learning strategies across digital and face-to-face modalities for a fully integrated marketing communications agency.

Consultant—reFORM Pilates, Portland OR, 2013

Provided customized training to an area business on team and organizational communication best practices and strategic thinking frameworks with recommendations for implementation. Provide executive coaching for multiple regional executives on leadership brand and communication styles.

Consultant—Reed College, Portland, OR, USA 2012

Worked with the Director of Student Activities as advisor to the team developing RELAY—a year-long curriculum based on the Social Change Model of leadership development. Program participants were also paired with a volunteer coach for the year. Outside of my advisory committee responsibilities, I was responsible for the developing and delivering the first coach training as well as teaching two of the learning modules.

Operations Manager—Fliptography LLC, Portland, OR, USA 2011-2012

Replaced myself as Operations Manager by training up a part-time employee to manage the team and be financially responsible for the business.

Operational process improvement and effectiveness

Consultant—Konojel ONG, San Marcos, Guatemala 2017-2018

Conducted on-site interviews with staff to build a reliable financial tracking and reporting infrastructure to meet stringent reporting requirements of the US-based umbrella nonprofit organization and build confidence with donors to increase the efficacy of future fundraising campaigns. “Thanks to Matthew’s support I have made the organization I founded 6 years ago into an organized and accountable international entity,” Andrew Raphael, prior Executive Director.

Speaker—Washington Department of Enterprise Services Training Conference, Tacoma, WA USA 2014

Gave a keynote speech to an audience of approximately 150 people on how purchasing is directly tied to innovation potential within organizations, and how companies can maintain competitive advantage through three key paradigm shifts. The three paradigm shifts are: 1. Focus on measuring outputs, not inputs. 2. Develop partnerships with people both inside and outside the organization. 3. Act now—don’t wait for the right system or technology in today’s fast-paced and ever-changing environment.

Operations Manager—Fliptography LLC, Portland, OR, USA 2011-2012

Through a series of operational systems build-out, management training, and tighter fiscal controls, increased profitability by 14% over 18 months to make the business financially and operationally sustainable.

Master Success Coach—InsideTrack, Portland, OR, USA 2007-2009

Designed and implemented data-driven process improvement strategies that measurably increased profitability and operational efficiency for their primary product line across the then 200-employee company.

Sales management and business development

Consultant—Knowledge Works Consulting, Kingston Jamaica, 2010-Present

Matthew Koren Curriculum Vitae

Manage sales team for sole regional distributor of Harvard Business Publishing virtual management trainings in the Caribbean region.

President—Swiftly Paid, Portland, OR, USA 2010-2018

Built my own financial company from the ground up into a sustainable enterprise. Designed and trained multiple roles including sales representatives. This experience demonstrates my acumen at translating business strategy into real results.

Marketing Manager—Portland Gay Men's Chorus, Portland, OR, USA 2009-2011

Architected and implemented a rebranding process for this community organization, and achieved record ticket sales for multiple performances. Managed and coached a marketing team of five professionals.

Sales Manager—PayProTec Oregon, LLC, USA, 2009

Traveled nationally to sell services to businesses. Managed a non-local sales agent in Ohio while living in Portland.

Intern—The Watermark Group, Portland, OR, USA 2007

Researched and wrote the business plan for this firm's next funding round.

Intern—Leon's Productions, Beijing, China, 2006

Assisted in the production of two major promotion marketing events (i.e., a fashion show and a club promotion/AIDS Benefit) drawing 1000+ people for the brands we represented

Skills

- Spanish (Beginning Speaking, Reading, and Writing)
- Mandarin (Beginning Speaking, Reading, and Writing)

Education

- Certification in Talent Optimization, Predictive Index (2019)
- Bachelor's Degree, Reed College, Psychology with a concentration in cross-cultural communication (2003-2007)—Undergraduate Thesis: "The Effects of Instant Messenger on Social Perception"
- Cross-cultural studies certificate from Capital Normal University, Beijing, China (2005-2006)
- International Business certificate, University of International Relations, Beijing, China (2004)

Training

- Apprenticed with an expert executive coach for two years
- Landmark Education (Landmark forum and advanced communication courses)
- Heartpower training in New Zealand
- Vipassana Meditation intensive at a monastery in Thailand
- Intercultural Communication Independent Study with Professor Stephanie Pollack

References

- Jacqueline Jones—Strategic Partnerships Lead, Global Diversity and Inclusion Team, LinkedIn
 - Mobile: +1-954-632-5557
 - Email: jajones@linkedin.com
- Kedma Ough, Previous Director, Small Business Development Center - Mt. Hood Center
 - Mobile: 503-491-7658
 - Email: kedma.ough@mhcc.edu
- Troy Potter—President, The Bier Stein
 - Mobile: +1-541-870-7045
 - Email: troy@thebierstein.com