

JOHN V. QUINATA

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Proven leader in Operations and Organizational Development with over 9 years of experience driving strategic planning, operational excellence, and transformational change across various industries. Skilled in leading cross-functional teams and delivering measurable outcomes in efficiency, compliance, and growth. Expertise in change management, leadership development, and data-driven decision-making, with a focus on tailored, client-centric solutions. MBA in Organizational Leadership, currently pursuing a Ph.D. in Industrial-Organizational Psychology researching ethical leadership and team resilience.

Operational Leadership & Compliance | Strategic Planning & Execution | Transformational Change Management | Process Improvement & Safety Protocol | Cross-functional Team Leadership | Leadership Development & Resilience | Data-Driven Decision Making | Client-Centric Solutions

Career Experience

PurposefulPathway, LLC | Colorado Springs, CO **Organizational Development Consultant**

5/23 – Present

- Increased operational efficiency by 20% through aligning business units with strategic goals, enhancing regulatory compliance.
- Led change management initiatives, improving organizational agility by 25% and reducing costs.
- Directed cross-functional projects that reduced onboarding time by 10% and enhanced new hire readiness by 15%.
- Developed leadership programs, improving leadership capabilities by 15%, fostering team cohesion, and supporting long-term, sustainable development.

United States Marine Corps Reserve | Houston, TX **Project Manager (Learning & Development)**

8/19 – Present

- Led learning initiatives to upskill 300+ personnel, aligning training with organizational goals and improving workforce agility by 20% while ensuring regulatory compliance.
- Improved training strategies, boosting effectiveness by 15% and enhancing operational efficiency.
- Directed talent development projects, consistently delivering on time and within budget, exceeding performance targets, and maintaining compliance.

WireNut Home Services | Colorado Springs, CO **Operations Manager**

7/22 – 5/23

- Spearheaded strategic operational plans, driving a 16% revenue increase and reducing costs by 25%, while ensuring regulatory compliance and adherence to safety protocols.
- Led process improvement initiatives across departments, resulting in a 20% sales increase and a 10% improvement in efficiency.
- Directed leadership development programs, increasing productivity by 14% and fostering change management and diversity, equity, and inclusion (DEI) efforts.
- Enhanced operational performance through data-driven decision-making and aligning talent strategies with business growth.

Adventures in Missions | Gainesville, GA **Logistics and Operations Coordinator**

12/18 – 3/20

- Led the coordination of international logistics and resource management for global mission projects across multiple countries, for timely delivery, adhering to regulatory and compliance frameworks.
- Collaborated with cross-functional, multinational teams to support humanitarian and community-building efforts, enhancing operational efficiency and project outcomes on a global scale.

United States Marine Corps | Oceanside, CA**Program Manager****12/18 – 8/19**

- Directed training programs for 80 teams, increasing productivity by 30% and aligning objectives with organizational goals, while ensuring regulatory compliance and safety adherence.
- Improved workforce agility and training efficiency, aligning processes with long-term objectives and maintaining compliance standards.
- Developed and facilitated DEI training for 30 leaders, strengthening inclusivity and team dynamics.
- Led change management initiatives, expanding the impact of training programs while adhering to regulatory protocols.

United States Marine Corps | Oceanside, CA**Deputy Program Manager****10/16 – 12/18**

- Led talent development initiatives for 126 personnel, boosting productivity by 30% through aligning training programs with organizational goals while ensuring **regulatory compliance**.
- Implemented **career pathing initiatives**, resulting in 23 merit-based promotions in 12 months and increasing leadership readiness by 30%.
- Directed readiness and compliance initiatives, maintaining 95% operational readiness, and ensuring teams met operational demands within compliance standards.

Additional Professional ExperienceResource Management Specialist, **United States Marine Corps 1/17 – 12/18**Project Manager (Human Capital), **United States Marine Corps 6/15 – 10/16****Community Involvement**

- **Safety & Security Volunteer, Peak City Church** – Actively participate in monitoring and executing safety and security protocols for the church team and facility.
- **Community Group Member, Peak City Church** - Engaged in and contributed to worldview-oriented dialogues, challenging group members to reflect on personal philosophies and leadership principles, promoting collaborative growth and self-awareness.
- **Participant, Local Social Groups (Dirt Biking, Mountain Biking, Men's Hockey)** – Regularly participate in community-building social events, contributing to the development of local networks and fostering a sense of community through shared interests.

Education

Doctor of Philosophy (Ph.D.) in Industrial and Organizational Psychology

In progress

- Liberty University – Lynchburg, VA
- *Research Focus* - The influence of ethical leadership on employee well-being with team resilience as a mediating factor.
- *Relevant Coursework* - Workplace Attitudes & Change, Organizational Behavior and Development, Leadership & Motivation, Organizational Consulting & Change.

Master of Business Administration (MBA) – Organizational Leadership

8/21

- National University – San Diego, CA
- Graduated Magna Cum Laude
- *Relevant Coursework* - Business Strategy & Policy, Leadership in the 21st Century, Leading Change & Adaptation, Developing Groups & Teams, Conflict & Power Dynamics, Global Business, Compliance.

Bachelor of Arts – Psychology; Minor in Communication

5/14

University of Hawaii at Manoa – Honolulu, HI

- Graduated Cum Laude
- *Relevant Coursework* - Group Decision-Making & Leadership, Interpersonal Relations, Persuasion.