



Areas of Expertise:

- Executive Coaching
- Experiential Learning
- Facilitation
- Motivational Speaking
- Behavioral Interviewing
- Effective Communication
- Leadership Development
- Training Development
- Change Management

Industry Experience:

- Financial Services
- Aviation
- Pharmaceutical
- Healthcare
- Construction
- Consumer Products
- Financial Services
- Energy
- Telecommunications
- Retail
- Hospitality
- Transportation

Functional Experience:

- General Management
- Human Capital
- Needs Assessment
- Strategic Planning
- Operations

Education:

- B.S., Embry-Riddle
- M.S., Florida State University

Jonathan Hanold, M.S.

Jonathan Hanold is an experienced leader, business professional and natural coach and facilitator. He brings an extensive and diverse experience of providing quality customer service, with core competencies in leadership development, conflict resolution, strategic planning, organizational design and performance design and development. He has worked with organizations that range from small start-up's to multi-national *Fortune 100* companies. His industry experience includes clients in the telecom, high-tech, pharmaceutical, manufacturing, financial services and aerospace industries. Prior to beginning Plan Z Solutions Jonathan was a change management consultant for Andersen Consulting/Accenture and a Regional Director for the American Management Association.

Jonathan has worked with clients ranging from executive leadership to front-line supervisors. His expertise lies with improving all forms of interpersonal communication, dynamics, and problem solving. Jonathan has also implemented a variety of training initiatives, using blended learning and experiential exercises as the foundation for his training design philosophy. He has developed programs that have been rolled out to as many as 8,000 employees. Jonathan's approach is relevant, tactical and applicable. His solutions are individualized for each situation, but based on proven techniques and methodologies.

Prior to graduate school, Jonathan pursued his interest in aviation. His aeronautical career included many responsibilities including chief flight instructor, charter pilot, aircraft broker and corporate flight department manager. Jonathan is still an avid aviation enthusiast and part time corporate jet pilot.

Jonathan graduated from Embry-Riddle University in Prescott Arizona with a Bachelor of Science degree in Business Administration. Jonathan also earned a Master of Science degree in Industrial Psychology / Instructional Systems Design from The Florida State University in Tallahassee Florida.