

PAUL SOHN

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EDUCATION 2005- 2010	UNIVERSITY OF BRITISH COLUMBIA, SAUDER SCHOOL OF BUSINESS Bachelor of Commerce: Specialization in Organizational Behavior and Human Resources <ul style="list-style-type: none">• Major GPA: 3.7• Relevant Courses: Training and Development (A), Organizational Change (A-), Organizational Analysis (A), Organizational Consulting (A-), Managing and Building Teams (A), Social Psychology (A-), Recruitment and Selection (A-), Leadership (A-)• Founder & EVP, UBC Korean Commerce Student Association (first Korean business student club in Western Canada)• HR Director, UBC Commerce Undergraduate Society (largest business student society in Canada)• VP Strategy, UBC Consulting Club	Vancouver, BC
PROFESSIONAL EXPERIENCE Jan 2011 - Present	THE BOEING COMPANY, Staff Analyst <ul style="list-style-type: none">• Enabled a site-wide change management effort of Employee Involvement Baseball through effective development and deployment of change implementation plan, resulting in a 20% increase of employee participation and meeting annual site expectations• Designed, developed and deployed a communication strategy for site-wide EI Baseball initiative, resulting in 90% of employee participation and engagement in site-wide EI World Series Celebration event.• Facilitating more than eight Employee Involvement(EI) teams on a weekly basis and training team development modules, and coaching managers for creating high-performing teams• Trained and coached more than 30 peer facilitators and EI team coaches to increase their team development skills• Spearheaded "Culture Change" team through facilitating weekly meetings and increased 50% buy-in from 2nd shift managers• Co-led process improvement workshops in developing and training more than 4 workshops to reduce operating costs, increase process capability and engage stakeholders	Portland, OR
Summer- Winter 2010	THE BOEING COMPANY, Human Resources Intern <ul style="list-style-type: none">• Recognized for outstanding planning for the New Manager Orientation process through developing an engaging onboarding process, resulting in a 90% of participation of new managers, and received "Pride@ Boeing" award• Developed a robust and strategic recognition program, reinforcing Boeing's corporate strategy, core values, and desired behavior, resulting in a higher employee engagement survey score• Continually studied new white papers from consulting firms to identify innovative opportunities to apply in current work.• Conducted an informal cultural assessment among various work groups within the company through interviewing more than 20 operators and 20 managers and presented key findings to the VP of HR, General Manager and the Leadership Team	Portland, OR
Summer 2009	QUALCOMM, Organization Development Intern <ul style="list-style-type: none">• Designed, planned, and facilitated focus groups for more than 30 interns with a budget of \$500, and led discussions on specific recommendations for improvement on the current internship program• Recognized for exceptional contributions and outstanding work planning through organizational initiative, and interpersonal skills while coordinating internal employee tradeshow, and received QUALSTAR award (top ~5%)• Researched, compiled, and catalogued OD tools and internal consulting tools including best practices in leadership development and talent management for ready-to-use availability• Attracted 3000 attendees and increased 62% of survey respondents compared to previous year through coordinating and collaborating with Learning Center managers to develop a strategic direction, theme, collateral for Employee Tradeshow	San Diego, CA
COMMUNITY INVOLVEMENT 2011 - Present	PORTLAND LEADERSHIP FOUNDATION , Strategic Planning Consultant <ul style="list-style-type: none">• Led the development of a strategic plan for an award-winning non-profit organization by facilitating a strategic thinking discussion with board members• Provide coaching and training around board development and strategic thinking/planning and coaching the executive director• Synthesized relevant data and information and assist in identifying and developing strategies for new market opportunities• Facilitated SWOT analysis meeting with executive director and fellow consultant team members	Portland, OR
2011	OREGON OD NETWORK, Organizational Development Consultant <ul style="list-style-type: none">• Consulted non-profit organizations on organizational development (OD) issues to help transform good intentions into effective outcomes through diagnosing organizational needs and providing customized strategic solutions to OD issues• Facilitated SWOT analysis and visioning process with Board members to revitalize strategic plan and ensure buy-in• Performed analysis utilizing the McKinsey 7S model to help frame issues and find organizational alignment	Portland, OR
DIFFERENTIATORS	<ul style="list-style-type: none">• Expertise: Change Leader Certificate (Cornell University); Professional Human Resources Certification (SHRM), ToP Facilitation Certificate, EDI Leadership Development Program Participant (Selected as the most promising Asian leader at Boeing Portland)• Business Acumen: Daily reader and subscriber of Wall Street Journal, Harvard Business Review, The McKinsey Quarterly• HR Passion: Writer of HR blog, Member of SHRM (Attendee of SHRM Conference 2009,2010; Global HR Forum 2011)• Global Mindset: Vast international experience; traveled more than 35 cities in 10 countries; resided in South Korea, Canada, and U.S; fluent in Korean and English; Leader of Diversity Council at Boeing	