

# R.J. MABANTA

Senior Leader · Strategy, Design, and Transformation

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MFA

MAEd

CSM

CSPO

CCMP-I

## PROFESSIONAL SUMMARY

Organization development leader with 15+ years designing technical learning architectures, building enterprise-scale workforce capability programs, and leading large-scale organizational change across complex, multi-stakeholder environments. Proven record translating business strategy into workforce development roadmaps: from onboarding academies and competency frameworks to industry-aligned learning pathways and executive coaching systems, and measuring their impact in terms executives and boards care about. Trained in Transformational Coaching and ADKAR change management frameworks; certified CSM, CSPO, and CCMP-I. Operates with the systems thinking of an organizational architect and the executive presence of a trusted advisor.

## SELECTED IMPACT

**37% → 88%**

### Staff Retention

Redesigned talent systems and adult-learning frameworks; developed team leads into independent managers

**21% → 93%**

### Performance Turnaround

Multi-year OD initiative; data-driven redesign with defined adoption milestones and feedback loops

**65%**

### Behavior Change at Scale

Full org culture turnaround in 12 months through structured change management and systems redesign

**\$7M+**

### Competitive Funding

Grants designed and won; workforce programs adopted and replicated statewide

**98%**

### Program Adoption

4 industry-aligned learning pathways launched to full adoption via UCSD and SDCCD partnerships

## CORE COMPETENCIES

### Technical L&D Strategy

- ▶ Learning Architecture & Academies
- ▶ Competency Frameworks & Skill Models
- ▶ Blended & Remote-First Learning Design
- ▶ Adult Learning Principles & HCD
- ▶ Vendor & Platform Management

### OD & Change Management

- ▶ ADKAR & Transformational Coaching
- ▶ OD Diagnostics & Intervention Design
- ▶ Workforce Capability Roadmapping
- ▶ Change Adoption & Measurement
- ▶ Operating Model & Role Clarity Design

### Leadership & Stakeholder Influence

- ▶ Executive Stakeholder Influence
- ▶ Cross-Functional Team Leadership
- ▶ Trusted Advisor to Senior Leaders
- ▶ Data-Driven Program Iteration
- ▶ Agile Project Management (CSM/CSPO)

## PROFESSIONAL EXPERIENCE

### Associate Principal & Strategic Advisor, Special Assignment: Workforce Development

San Diego Unified School District · San Diego, CA

Jun 2022 – Present

- ▶ Currently leading Phase 1 of a district-wide paraprofessional workforce transformation: diagnosing root causes, scoping initiative structure, designing phased implementation roadmap, and building the evidence base for a scalable, compliance-aligned workforce development model; direct analog to enterprise OD program design
- ▶ Designed and launched four industry-aligned technical learning pathways (Public Health, Patient Care, Engineering-Design, Animal & Veterinary Science) in partnership with UCSD and SDCCD; built competency-based onboarding and progression standards achieving 98% pathway adoption

- ▶ Led full organizational turnaround producing 65% reduction in critical incidents within one year; architected the change management strategy (stakeholder diagnosis, resistance mapping, coaching cadence, and adoption checkpoints) that made behavior change hold at scale
- ▶ Coach and evaluate instructional leaders using Elena Aguilar's Transformational Coaching and Brené Brown's Dare to Lead frameworks; designed observation protocols and leader enablement toolkits for high-need staff across the organization
- ▶ Serve as trusted strategic advisor to district senior leaders; translate ambiguous priorities into structured operating plans with defined milestones, accountability frameworks, and executive-ready reporting
- ▶ Led WASC accreditation, coordinating cross-functional evidence workstreams and governance structures across multiple teams to achieve initial 6-year cycle; rigorous compliance and documentation at enterprise scale

### Founding Principal & Lead Systems Designer

*Pacific Charter Institute · Multiple Sites · Sacramento & Yolo Counties, CA*

May 2019 – Jun 2022

- ▶ Architected full organizational learning infrastructure from the ground up: designed onboarding academies, competency progression frameworks, adult learning systems, and coaching structures that developed team leads into independent instructional managers, increasing staff retention from 37% to 88%
- ▶ Built OD diagnostic systems to identify performance trends, root causes of organizational breakdowns, and targeted intervention priorities; drove key performance indicator from 21% to 93% through multi-year, data-driven redesign with defined adoption milestones and continuous iteration
- ▶ Led large-scale organizational change across two simultaneous site launches in divergent community contexts; designed change narrative, communication infrastructure, and adoption playbooks that moved stakeholders from resistance to active investment
- ▶ Led concurrent charter renewal and WASC accreditation simultaneously, coordinating multi-department workstreams and presenting evidence of impact to governing boards across state and federal compliance frameworks

### Mentor Teacher & Program Lead

*Rio Valley Charter School (Pacific Charter Institute) · Lodi, CA*

Aug 2015 – May 2019

- ▶ Secured \$350K state grant to design and launch a statewide technical learning program; built implementation systems, performance metrics, certification standards, and advisory structures for replication across multiple sites
- ▶ Designed curriculum adopted statewide through UC Curriculum Integration (UCCI); served as primary relationship manager across a multi-organization stakeholder network with compliance and reporting accountability to state funders
- ▶ Developed and coached emerging leaders in instructional design and facilitation; built adult learning culture that enabled program replication and sustainability beyond any single practitioner

## EDUCATION & CREDENTIALS

### MAEd, Education Administration

California State University, Stanislaus ·  
With Distinction (4.0) · Phi Kappa Phi

### MFA, Theatre & Acting

University of Delaware  
Polly Russell Dowling Fellow

### BA, Theatre · BA, Media Industries

University of California, San Diego  
Provost's Honors · ArtsBridge America  
Scholar · E.C. Mort Leadership Award

### Certifications & Credentials

- ▶ CA Administrative Services Credential (Clear)
- ▶ CSM · Certified Scrum Master · Scrum Alliance
- ▶ CSPO · Certified Scrum Product Owner · Scrum Alliance
- ▶ CCMP-I · Certified Change Mgmt Professional · *In Progress* · ACMP

### Professional Development

Art of Coaching Teams (Bright Morning)  
Dare to Lead (Brené Brown)  
Design Thinking for Innovation (UVA Darden)  
Leading for Equity (National Equity Project)  
Restorative Practices & Conferencing (IIRP)