



# MICHAEL CONTEH

Professional Certified Coach, Six Sigma Black Belt, & Behavior Analyst

## OVERVIEW

Michael is an accomplished Board Certified Behavior Analyst (BCBA), Six Sigma Black Belt (SSBB), and International Coach Federation Professional Certified Coach (PCC). He has a comprehensive management background from years of working in the C-suite of his own businesses and various industries to support training and education for patients with Autism. His proven leadership abilities culminate in driving daily organizational operations, providing management training, and supporting clients with wellness coaching. Michael has exceptional communication skills and expertise in delivering business consulting to companies on enhancing on-boarding, retention rate, and staff motivation through the Organized Behavior Management (OBM) model.

During his career, Michael has collaborated with HR leaders for on-boarding and staff reinforcement programs and developing training curriculum for companies of all types all while bringing passion and creative energy. He was previously a full time entrepreneur for 13 years growing a company to 3 large facilities serving 1,000+ children and employees. Michael has also spoken to the police academy about special needs de-escalation techniques and started a nonprofit to help parents who have children with special needs.

Michael has a special desire and extensive experience supporting children and young adults with Autism.

## WHAT CLIENTS SAY

*"I have witnessed Michael's executive skills and his ability to tailor his skill sets to meet the needs of stakeholders, including patients, therapy staff, and administration on many occasions. He is a visionary in his outlook to forecast the needs of the clients pioneering programs to address patient outcomes, training, and leadership. I have observed on multiple occasions his ability to listen attentively to stakeholders within the organization and the community to plan strategies for growth and development."*

- **Wendy Neil, Executive Leader with Tomball ISD**

*"He is an excellent writer with a knack for translating complex information into engaging content that people can understand. He has used his knowledge of his profession to develop multiple platforms for training, including parent, staff, and educating his community. He has his finger on the pulse of trends within the industry and provides content that's both useful and captivating to his audiences. He's committed to quality, growth, and progress in all that he does, and he inspires his team members to strive for the same. In short, Michael is a person with vision."*

- **Jessica Jones, Professional Leader with Autism House**

## AREAS OF EXPERTISE

- Project Management
- Executive Coaching
- Operations Management
- Public Speaking
- Organized Behavior Management
- Program Development
- Facilitation
- Emotional Intelligence
- Staff Training & Development
- Six Sigma Processes
- Behavior Analysis
- HR-Related Data Analytics
- Client Relations

## EDUCATION

- 128 hours of executive coach training. College of Executive Coaching
- Master of Education (M.Ed.) Sam Houston State University

## CERTIFICATIONS

- Board Certified Behavior Analyst® (BCBA®)
- Six Sigma Black Belt certification (SSBB)
- PCC Certified Coach
- Behavior Analyst Leadership Council (BALC) - Regional Coordinator
- Black Association of Behavior Analyst (BABA), Planning Committee
- 6+ years as Executive Director, Project Autism, a non-profit organization
- Consultant for ICF Houston board members
- Member of American Society for Quality (ASQ)



## RESULTS: TRANSITION TO TRANSFORMATION

### Representative engagements

- Facilitated talk for IOWA SHRM conference on " How to use data to motivate employees" Using both Six Sigma and Organized Behavior Management to improve staff morale and importance of key HR metrics to monitor
- Collaborated with companies on improving staff training curriculum to keep staff more engaged and motivated. Helped troubleshoot learning gaps and built a mentorship program and offboarding program to improve staff experience.
- Spoke to Houston Police Academy on understanding Autism and how to de-escalate behavior without use of force.
- Performed all outside parent training for special needs children for Tomball ISD for two years. Helped parents in home setting and made suggestions for both school and home setting.

### Ongoing engagements

- Partnering with a software company to help parents with children with special needs. We use video content, Individual and group coaching to give parents tools and confidence to be more present and energetic while parenting their child. Software will help parents who struggle to find quality Information online as we have experts in sleep, nutrition, behavior, and social skills.
- Developed and taught workshops for school principals In Africa (Ghana and Cameroon) on how to set up special needs' programs at their schools. Partnering with the University of Houston Clear Lake Telehealth World Project, we teach classroom management and how best to work with special needs children.
- Currently supervise 8 people in mentorship program to become Board Certified Behavior Analysts. Group meetings working on leadership skills, mentor, and entrepreneurship coaching, and assisting parents to build a better environment for their children
- Mentor coach Behavior Analyst to improve wellness and leadership skills. Also, coach on entrepreneurship and how to grow their current companies and how to delegate authority

### Current passions

- Help empower HR departments to go from passive to dynamic by being proactive in the journey for their staff and giving staff all tools necessary for personal and company growth. Work with HR to build sustainable systems where staff are excited to see the company grow.
- Speaking at conferences on the Importance of a balanced life through mind, body, and spirit. Teaching others about the Importance of emotional Intelligence, physical exercise, mindfulness, purpose, and the microbiome to help lead a more balance and energetic life
- Behavior management of people, process, and organizations. The more a company can empower staff, the more the company can improve quality control and overall growth.
- I am currently the only one in the world that is certified to analyze behavior of company (BCBA); work with company to create game plan for Improvement (SSBB) and can coach Individuals to achieve the goals (PCC Coach)

