

# JAMES R. MUNOA

3142 Levante Street Carlsbad, California 92009 (951) 522-3055 ▪ [jrmunoa@earthlink.net](mailto:jrmunoa@earthlink.net) www.munoaatd.com

---

## EXECUTIVE MANAGEMENT

*Board Officer President Strategic Planning Learning & Development Organizations*

---

- ✓ To provide strong, effective leadership that will strengthen existing tribal governments, councils and their enterprises. Increase economic development, profitability and diversity.
- ✓ To protect, grow, and secure our future wealth along with our next seven generations.

## CORE COMPETENCIES

- Visionary Leadership
  - High-stake Negotiations
  - Cultural Development
  - Executive Facilitation
  - Key Partnership Development
  - Conflict Resolution
  - Organizational Restructuring
  - Strategic Thinking & Planning
  - Leader and Executive Coach
- 

## PROFESSIONAL EXPERIENCE

### MUNOA TRAINING AND DEVELOPMENT, INC.

**President.....1985 – Present**

- **Consulted and trained in Tribal Governments, Tribal Enterprises, and Fortune 500 Companies:**  
This includes Pechanga's Tribal Council, Pechanga Development Corporate Officers, Human Resources/Team Relations and Gaming Commissioners, Seneca Resort & Casino, Seneca Corporate Board of Directors, Seminole Tribe of Florida Native Learning Center, Muckleshoot Tribal Government and Casino Leadership, Viejas Tribal Government and Fire Department, Morongo Band of Mission Indians, Yocha Dehe Wintun Nation, Chehalis Tribe, Kickapoo Tribe in Kansas, White Earth Nation, Nisqually Tribal Business Board, Pechanga Development Corporation Inc., Pechanga Gaming Commission and Tribal Council, Hopland Band of Pomo Indians, Gila River Indian Community, Gila River Board of Directors, Gila River Corporation, Suquamish Clearwater Casino Resort, Fort McDowell Nation, Yavapai Apache Nation and others
- **Department of Interior:** Working with Disadvantaged tribes on Strategic Planning, Diversity, Change Initiatives & Implementation
- **Executive Leadership Development:** Pechanga Development Corporate Officers, Gaming Commissioners, General Manager and Executive Leadership Team: Vision/Mission statements, Dialogue/Communication Training, Executive coaching, 360 Leadership Assessments, Diversity Training, Listening Skills, Roles & Responsibilities and Team Building
- **Comprehensive Change Initiatives:**
  - Assess Pechanga Resort & Casino's (PR&C) needs and deliver PDC/GM approved Crucial Conversations and **4-Diamond training** which also included Time Mastery, Customer Service, Diversity, Verbal Defense and Role Definition. This program was delivered to over 1,500 Supervisors, Managers and Directors
  - MT&D developed Pechanga's **Centralized Training Academy**, Pechanga's Learning Academy
  - Co-created, with PDC, Tribal Council and PR&C, Pechanga First – an Intern, **Mentoring and Career Development Program** for Tribal Members
  - Board of Directors Training, Consulting and Defining Roles and Responsibilities
  - Created and established an **Employee Recognition Program**, Caught You Caring. Recently, along with the Training Department, conducted roundtable assessments of every department at PR&C

- **Executive Mentoring and Coaching.** Helped resolve conflicts between team members and/or leadership. Counseled problem team members along with leadership to increase work performance
- **Tribal Relations:**
  - Worked with many tribes to obtain their goals, objectives, outcomes, roles, responsibilities, a culture of accountability and achieving successful tribal programs & initiatives
  - Helped create and develop a strategic plan for Riverside/San Bernardino Indian Health, as well as United American Indian Involvement, Inc.
  - Guest speaker many times at Native American conferences including National Indian Gaming Association Annual Conference (NIGA), Native American Human Resources Association (NAHRA)
  - Taught seminars on ‘How to Succeed on Purpose’, Power Communication, Time-Line Strategies, Roots of Personal Change
  - Created models and seminars on ‘Tribal Balance’, Balancing the Political, Business and Family structures within a Tribe and Corporate Cycles within the Organization

**PECHANGA DEVELOPMENT CORPORATION, INC.**

**Board Officer** ..... **12/2006 – 03/09**

- Strategic leadership of Pechanga Resort & Casino’s (PR&C) business operations
- Establish performance and profit objectives for short-term and long-term goals
- Direct business development and project implementation
- Preside over General Manager and Executive Leadership team to ensure accountability to maximizing PR&C’s business operations and reaching financial objectives
- Plan and approve PR&C’s annual operating budgets in accordance with Article 13
- Ensure quarterly financial reports are in order and in line with financial goals, making adjustments as necessary
- Establish key relationships with government officials and business vendors to secure the interests of PR&C’s operations
- Consult and coordinate with Tribal Council on a regular basis

**Blue Stone Strategy Group as Vice President of Leadership & Organizational Development**.....**2009 – 2010**

- Conduct Leadership Trainings, Executive Summaries and Executive Coaching
- Tribal Council Retreats
- Strategic Planning, Goals and Objectives, Mission, Vision Sessions for Tribe and Tribal Businesses
- Assessments on Human Resources, Tribal Government and Businesses including Casinos
- Increased Revenue through developing and protecting the Economic Engine of the Tribe

**Therapist, Individual Counseling Practice**.....**1982 – 1995**

- Counseled with individuals on personal issues, life challenges and self improvement
- Counseled with couples on relationships, communications and couple challenges
- Worked with children with learning challenges, dyslexia and problem behaviors

**President of the Economic Committee for the Development of the Kelsey Tract** ..... **1991**

**Pechanga Tribal Council Member**..... **1984**

**Voluntary Representative, The Church of Jesus Christ of Latter-day Saints, Bishop, Missionary, Youth Leader**

**EDUCATION**

- Master Practitioner, Neuro-Linguistic Programming  
Behavioral Science Emphasis, Santa Cruz, CA

- Certified Trainer, Vital Smarts  
Effective Communications, Conflict Resolutions, Negotiations In Business, Influencer
- Certified Consultant, Inscape, Inc.
- DISC, Time Mastery, Diversity
- HMI Accredited College  
Behavioral Science Degree, Reseda, CA
- Certified Personal and Executive Coaching, NLP Institute of California

## **ORGANIZATIONS**

- American Counseling Association
- American Society for Training and Development, San Diego Chapter
- Los Angeles Economic Development Corporation – LAEDC

## **INTERESTS**

- Enjoys Public Speaking, Travel, History, Riding my Harley, Italian Cooking
- Native Energy Resources Development, LLC, Jim Munoa Owner and President  
N.E.R. is the Developer of an 1800 acre Green Energy Geothermal Project in the Preston Idaho area.