



Executive Coach

Jon Shuster, MBA, PCC

San Diego and Oakland, California

Jon brings more than 20 years of consulting and coaching experience focused on accelerating leader and organization performance for small to Fortune 100 companies across technology, biopharma, consumer products, retail, healthcare, and real estate industries. He has worked with executives in positions ranging from founder, president, chief financial officer, vice president and senior director to various management roles, in functions including product marketing, engineering, finance, operations, human resources, sales, IT and legal.

Jon's coaching focuses on helping leaders build organization and team capability, increasing influence and executive presence, improving customer and stakeholder relationships, leading with emotional intelligence, and improving market position. He combines strategic insight with actionable solutions grounded in business reality to help leaders navigate continually changing, complex environments and achieve results.

Jon has held leadership roles within both industry and external consultancies. He served as an organization development leader at Levi Strauss & Co, where he designed and led global implementation of the company's competency strategy. Before that, Jon was an external consultant with Accenture and Watson Wyatt coaching company leaders and their teams through large-scale organization transformation, change management and employee engagement initiatives. His business experience also includes product management, P&L, and operations responsibilities within Consumer Banking and Retail Industries.

Education & Certifications

- BA in social psychology from Cornell University
- MBA in organization behavior and strategy from the Kellogg School of Management
- Certified Integral Coach through New Ventures West
- Certified in formal assessment tools including Hogan Assessment System, Enneagram, Firo-B, and Workplace Big Five

What clients say about Jon

"I appreciated Jon's style with my group and his ability to quickly make team members comfortable and open up. The work deliverables were exceptional. As a result, our team integration is stronger, our mission is clearer, and team collaboration has increased." Vice President, Healthcare

Highlights

PCC, International Coaching Federation

Founder and Principal of The Carabiner Group

Deep consulting skills honed by his work with Fortune 100 companies

High EQ with proven ability to work globally, cross-functionally and with employees at all levels

Triathlete, competitive (in his own mind) tennis player, and appreciates live jazz
