

Joe M. Gonzalez
CEO and Professional Facilitator



Joe became owner of The Management Connection, Inc. (TMC) in 1992. TMC recently celebrated its 25th anniversary in January of 2017. Joe serves TMC in the roles of Chief Executive Officer and Professional Facilitator/Teacher. Through his work he has gained in-depth insight and understanding of business, municipalities, and individuals. The Vision, Mission, and Principles of TMC are a direct reflection of Joe's dedication to exceptional personal leadership and long-term relationships. From this foundation, Joe serves to design and facilitate processes that create significant results for individuals, groups, organizations, and communities. His approach to facilitation is holistic in nature because he focuses on the total person. Joe facilitates organizational development through four levels of impact: 1) Personal Leadership, 2) Interpersonal Leadership, 3) Managerial Leadership, and 4) Organizational Leadership. For more information about The Management Connection, Inc. please visit their website at www.profacilitator.com.

Joe uses the Socratic Method in his Teaching and Facilitation. He believes that the art of asking well-formulated questions causes our inner core to become curious, and this curiosity keeps us learning. Additionally, Joe believes that facilitating Round Table Discussions is the best method for learning and growing and he uses Real Life Case Studies in his facilitation with groups. His facilitative goal is to influence the participants' level of thinking – not telling them *what* to think, but *how* and *why* to think at a higher and deeper level. His role as facilitator and teacher is not meant to make the participants feel good, but to influence their thinking to be and do good! Above all, Joe believes that the fundamental component of “being and doing good” is

understanding the strength of Personal Leadership. He is certain that every organization needs to be deliberate in developing Personal Leadership at every level, and that every leader needs to be engaged in strengthening Personal Leadership.

Prior to TMC, Joe was the Director of Adult Services for Sandstone Psychiatric Hospital. He also worked for the City of Bryan in the Human Resources department and served as an Adult Probation officer. Furthermore, Joe served in the U.S. Air Force and U.S. Air Force Reserves. He credits his service in the Military as the foundational pillar for the success of TMC. Joe has a Bachelor of Science in Education with a Minor in Business Management and received his Clinical Education from Scott and White Memorial Hospital. He also received the Air Force Commendation Medal for Outstanding Performance.