



Dr. Michael L. Smith
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Summary

Highly skilled professional who possesses a unique combination of knowledge and experience as a 26-year Air Force Combat Veteran, a corporate leader in Berkshire Hathaway Energy, and now a business owner. Holds a PhD in Industrial/Organizational Psychology, with a specialization in Leadership Development and Coaching, which provides an additional level of competence as a critical thinker and thought leader in the field of personal and organizational improvement.

Experience

VISTAGE Chair, VISTAGE Worldwide, Inc., June 2025 – Present

- Leads CEO peer groups in the Las Vegas valley, serving as a mentor and guide
- Facilitates issue processing sessions to help leaders address and resolve issues within their organizations.
- Partners with CEOs through 1-1 executive leadership coaching, focusing on what matters most to them.

CEO, Smith Research & Development LLC, April 2016 – Present

- Coach, speaker, and trainer who energetically communicates on the topics of creating top-notch leaders, developing high-performing teams, and building world-class cultures.
- Creator of the “Breaking Your Mental Sound Barrier” ©, “Protect Your Patch” © and other training programs; HRCI Approved Rectification Provider and Conference Provider.

Group CEO, John Mattone Global Inc., April 2020 – June 2023

- Provided overall direction, functional guidance, and management to a global team.
- Lead Trainer and John’s top certified coach; regularly spoke on the topics of Intelligent Leadership, Cultural Transformation, and Psychological Performance Improvement.

NV Energy, 6226 W. Sahara Avenue, Las Vegas, NV 89146; July 2012 – April 2017
Manager, Corporate Safety & Health (Berkshire Hathaway Energy)

- Partnered with Bargaining Union business managers to address issues of contractual concerns as well as potential grievances, discipline and negotiation of potential changes to the Collective Bargaining Agreement (CBA).
- Managed and conducted accident investigations for both company leadership as well as external agencies such as OSHA, DOT, etc.
- Developed and implemented programs designed to transform culture by eliminating safety and health risks, injuries, illnesses and financial losses.



NV Energy, 6226 W. Sahara Avenue, Las Vegas, NV 89146; July 2010 – July 2012
Senior Analyst (Employee Investigations), Ethics & Corporate Compliance

- Managed collection, documentation and reporting of investigative activities and records.
- Investigated alleged violations of Company rules, regulations, policies and procedures.
- Prepared summary briefings on the outcome of investigations for appropriate leadership.
- Assisted Human Resources with EEO related functions such as EEOC/NERC charges.
- Partnered with local/federal law enforcement agencies processing subpoena requests.

NV Energy, 6226 W. Sahara Avenue, Las Vegas, NV 89146; October 2008 – July 2010
Senior Contracting Agent

- Provided cradle-grave contracting support to six generating stations in southern Nevada.
- Developed and implemented procurement process training for all internal customers.
- Worked closely with Generation leadership to ensure requirements were clearly stated.
- Negotiated new fleet wide scaffolding services contract; 25% savings (\$550K annually).
- Awarded new fleet wide conveyor maintenance contract; 15% savings (\$200K annually).
- Partnered with Siemens and Alstom to establish new service agreements; better terms.

United States Air Force, Various Locations Worldwide; September 1983 – October 2009

99th Contracting Squadron, Nellis Air Force Base, NV; 2008 – 2009; Contracting Superintendent

- Tailored career counseling sessions for enlisted personnel; help define and set goals.
- Lead headquarters unit manpower validation effort to identify valid shortfalls/vacancies.

US Air Force Air Demonstration Squadron – “Thunderbirds”; 2006 – 2008; First Sergeant

- Traveled worldwide as an Air Force Ambassador to enhance recruiting and retaining, while showing taxpayers where dollars go through airpower demonstrations.
- Shared the mission of precision, teamwork and accountability through public display of aerial maneuvers, the ground show, and during more than 100 speaking events.
- Responsible for the health, morale and welfare of 120-plus Thunderbirds personnel year-round and during the eight-month long show/travel season. Ensured families were cared for during frequent absences of Team members.

Education

- Ph. D. – Industrial & Organizational Psychology (Leadership Development & Coaching)
Walden University – 2023
Minneapolis, MN US
- Master’s Degree – Human Relations (Organizational Behavior)
The University of Oklahoma – 2013
Norman, OK US
- Bachelor’s Degree – Education (Workforce Education)
University of Nevada, Las Vegas - 2011
Las Vegas, NV US



Job Related Training/Certifications

- Business Consultant, Change Management, Agile Leader and Corporate Trainer Certified; 2025 – Six Sigma Global Institute
- Professional Certified Coach (PCC); 2024 – International Coaching Federation
- Certified Coach – Principles You; 2024 – A New Ray Dalio Personality Assessment
- Certified Professional Corporate Speaker; 2016 – Intl Association of Corporate Speakers

Recognition Highlights

- Selected as "Top Global Executive Leadership Coach of the Year for 2025"; International Association of Top Professionals (Global)
- Featured Cover Story in "Making a Mark – The 5 Most Successful Leaders in 2025"; The Executive Lens (Global)
- Selected as "Executive Coach of the Year – 2025 (HR & Employment Awards Category); Corporate Vision Magazine (Global)
- Inducted as an Honored Listee in the prestigious publication "Marquis Who's Who – 2024" (Global)

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