

Leon T. Preston

Summary of Qualifications:

I have over forty years of experience in the follow areas, Human Resources Management, Directing, Managing, Supervising, and Leading with expertise in organizational development, strategic planning, recruitment, training, joint labor management relations, contract negotiation, employee relations, personnel, training program development/implementation, human resources and teaching expertise at the University level.

I am a solution driven leader with proven success working within a team as well as leading and developing teams. I design processes to meet organizational needs and have an in-depth understanding of multicultural issues and expertise in employee development/relations.

Extensive teaching experience in the classroom at five different universities plus numerous workshops and special topic lectures.

In addition I have international teaching experience and training.

Summary of Accomplishments:

- Successfully created and implemented agency wide system for the development of a human resources department within the King County Department of Youth Services. This included analysis of the existing structure, and the creation and implementation of programs, policies, systems and personnel designed to support the diverse needs of an expanding organization.
- Proven success working within teams, leading and developing senior management groups and formed to promote organizational change. This included working with a variety of departments to implement new human resources policies and integrating those policies in day to day operations.
- Proactively identified key management development issues and successfully implemented internal and external recruitment, training and policy strategies.
- Successfully managed joint labor management teams in a leadership role. (Assisting employees, supervisors, managers, and unions in interrupting collective bargaining agreement language).
- Collective bargaining agreement negotiations, mediations, and arbitration's.
- Chaired labor-management grievance hearings.
- Investigated employee grievances and internal complaints.
- Directing senior management staff in planning and implementing programs and services to strategically meet client needs.
- Successfully developed and implemented policies and procedures based on a comprehensive knowledge of Human Recourses Management, working with diverse populations, leadership skills and training seminars.
- Developed and implemented policy and practice related to the FLSA, Disability and Accommodation, and Family Medical Leave.
- University of Washington School of Social Work: Director of Field Education
- University of Washington School of Social Work: Faculty

- Employment Services Manager: King County Executive Office
- Special Employment Services Manager: King County Office of Human Resources Management
- Manager Detention Services: King County Department of Youth Services
- Acting Deputy Director: King County Department of Youth Services
- Human Resources Manager: King County
- Employee Relations Manager: King County Department of Youth Services
- Special Assistant to the Director: King County Detention and Court Services
- Supervisor of Probation Services: King County
- Probation Counselor: King County
- Trained Mediator
- Teaching leadership seminars for the China Taekwondo Federation
- Beijing Olympic Official
- Developed worldwide training content for the World Taekwondo Federation and implemented it in all membership countries around the world
- President of Taekwondo2xcell a Youth Development Program

Teaching Experience:

University of Washington School of Social Work: Faculty
 University of Washington School of Social Work: Field Instructor
 University of Washington Director, Office of Field Education
 Western Washington University: Adjunct Faculty
 City University: Adjunct Faculty
 Seattle University: Adjunct Faculty
 World Taekwondo Federation Instructor

Committee Affiliations:

The Student Review Committee: University of Washington
 The Diversity Committee: University of Washington
 The Field Education Advisory Committee: University of Washington
 The Admissions Committee: University of Washington
 The Masters of Social Work Program Committee: University of Washington
 The Bachelors of Arts Social Work Program Committee: University of Washington
 Council on Social Work Education Steering Committee: University of Washington
 Curriculum Development Committee: Western Washington University
 Therapeutic Health Services Board of Directors
 Atlantic Street Center Board of Directors
 Taekwondo2xcell-Youth Development Program
 World Taekwondo Federation Training Committee

Professional Licenses:

State Licensed Independent Social Worker