



Leadership Development & Executive Coaching  
Strategic Change Management Consulting  
Merger Integration Advisory Services  
Building High-Performance Organizations & Cultures



Onzelo Markum III is the Principal of The Markum Group, LLC ; with a bias towards action, Onzelo helps organizations mobilize their people to achieve unimaginable results at breakthrough speed.

Onzelo provides strategic human capital advice in the following areas: leadership development, organizational change management, executive & team coaching, post-merger integration, and building high-performing teams & cultures to senior leaders, their executive teams, and their Boards of Directors.

As a trusted advisor, Onzelo helps leaders accelerate organizational change, improve employee productivity and engagement, and build high-performance teams and cultures. Onzelo helps leaders unleash the power of people.

Onzelo's multidisciplinary approach, dynamic personality, and astute business insights have guided leaders throughout the United States. Senior leaders at organizations such as Memorial Hermann Hospital, Swift Energy, BP, The Receivables Exchange, KGB Texas, Growthforce, LLC, Teadit, Lone Survivor Foundation, DISA Global Services, NewQuest Properties, the Texas Medical Center Police Department, and Texas A & M University as well as political leaders at the state, county, and local level in Texas have engaged him as coach, facilitator, and trusted advisor.

In his role as a Strategic Change Partner Lead for USAA, Onzelo was hired to lead the people-side integration efforts for USAA's first acquisition into the Auto line of business; a fintech company named Noblr. Onzelo architected the Change Management Strategy, the Cultural Alignment Strategy, and developed and deployed a fit-for-purpose version of USAA's new employee orientation for the Noblr team (70+ FTE's, geographically located in the US). As a result of the innovative talent development, employee engagement, and employee recognition/retention strategies Onzelo helped create and execute on, after one year, only one of the Noblr team's original employees had left USAA.

In his role as Senior Vice President, Head of Culture and Organizational Performance for The Receivables Exchange (TRE), Onzelo served as a trusted advisor to the CEO and the Chief People Officer for a fast-growing venture back firm that earned The Wall Street Journal's Technology Innovation Award and grew over 450% in 2010. Onzelo was primarily responsible for developing the organization's leaders and building and strengthening the management team in addition to leading the human resources area.

Under his leadership, TRE's management team was chosen as the 2011 American Business Award winner for Management Team of the Year. The American Business Awards program, also known as the Stevies®, is the only national, all-encompassing business awards program in the United States and recognizes outstanding performance by executives and organizations across the country. TRE's management team was selected for its exemplary cohesion, business acumen and commitment to employees and a high-performing culture.

On the culture side, Onzelo's innovative strategies around improving employee engagement and fostering a high performing culture led to an increase in morale and productivity that earned TRE a coveted listing as one of the Best Places To Work in New Orleans for 2011 after a two-year absence from the list.

Prior to his work at The Receivables Exchange, Onzelo was a leadership consultant / executive coach for Administaff (now Insperity). Insperity, a Fortune 1000 company and the leading PEO in America, serves as a trusted advisor to more than 6,000 successful small and medium sized businesses and provides an array of human resources and business solutions designed to help improve business performance.

Onzelo delivered executive coaching services, facilitated leadership retreats and provided strategic advice designed to help Insperity's clients develop more impactful leaders, build high-performance teams, and harness the power of a highly engaged workforce. Onzelo also created and facilitated the charter Insperity CEO Council, which was a structured peer-to-peer consulting group that brought 12 – 14 business owners, company presidents and CEOs together in a confidential environment on a monthly basis to discuss strategic issues and develop growth strategies.

Onzelo is a dynamic, results-oriented leader with more than two decades of experience in the public and private sectors building and leading high-performance teams and achieving breakthrough results. Onzelo is an honorably retired law enforcement officer with over twenty years of distinguished service as a police officer.

During his decorated law enforcement career in League City (TX), Onzelo worked his way through the ranks to Patrol Sergeant, earned an Executive MBA from Texas A & M University, served on the department's SWAT team, and was elected to 5 consecutive terms as the President of The League City Police Officers Association.

Onzelo also received the police department's second highest departmental award, the Medal of Valor; awarded to police officers who perform an act of extraordinary bravery while engaged in personal combat with an armed adversary under circumstances of imminent personal hazard to life. Specifically, the Department Medal of Valor is awarded for acts of gallantry and valor performed with knowledge of the risk involved, above and beyond the call of duty.

Onzelo's natural leadership abilities as a police officer and his reputation as an innovator led to his appointment to the Texas Commission on Law Enforcement by then Governor George W. Bush in 1995. During Onzelo's seven-year tenure, the Commission was refocused into a client-centered agency, with a reputation for innovative training programs designed to develop the skills and improve the professionalism of the more than 70,000 peace officers in Texas. As the senior member of the Executive Committee, Onzelo oversaw the agency's initiative to become the first state-level training commission in the world to achieve international accreditation.

Onzelo is an accomplished facilitator who uses his energy, impact and diverse life and business experience to help leaders at all levels identify and remove barriers that hinder high performance; he works with clients to help align people programs with organizational strategy, culture, and values.

Onzelo, a dynamic and engaging speaker, presents on such topics as “Leading After Layoffs”, “Overcoming the Five Dysfunctions of a Team”, “Leading Change”, and “Debono’s Six Thinking Hats”. Onzelo has written numerous articles on leadership development and building a high-performance culture. Onzelo also co-authored the book “Winning Through Transitions: Leading the Human Side of Change”.

Onzelo is certified in Leading Organizational Transitions by Dr. William Bridges & Associates and is a certified Development Dimensions International (DDI) facilitator; he is also a Prosci® Certified Change Practitioner and is certified as a Post Merger Integration Specialist (CPMI) by the Institute for Mergers, Acquisitions & Alliances.

Onzelo is certified/qualified to administer a wide array of assessment tools and surveys including 360-degree feedback instruments, DISC, and the Thomas-Kilmann Conflict Mode Instrument.

Onzelo holds an undergraduate degree in Political Science from the University of Houston at Clear Lake and a Master of Business Administration degree from the Executive MBA program at Texas A & M University.

