



R. "Montana" Williams is a globally experienced leadership consultant, organizational architect, and decorated military veteran who helps organizations move from capable to optimized. As a Certified Maxwell Leadership Team Member, behavioral analyst, DiSC practitioner, risk management expert, and Certified Workforce Development Professional, he equips executives, boards, and emerging leaders with practical roadmaps that strengthen culture, improve execution, and unlock human potential in an AI-driven world.

He is the founder and serves as a Managing Partner of Everest Leadership Consulting, a Titan Rain Services (TRS), LLC company. Everest provides first-class leadership development services focused on achieving organizational excellence by effectively designing and equipping organizations to navigate their challenges in a world driven by constant change, providing advice, methodology, and training to improve structure, processes, and culture, ensuring leaders understand company strategy and goals, and can develop solutions to optimize organizational operations.

Over more than three decades of service and leadership, Montana has guided teams through complexity, crisis, and transformation across the United States Air Force, the White House, the Department of Homeland Security, and Fortune 500 companies. At the national level, he spearheaded the National Initiative for Cybersecurity Education (NICE), designed the National Cybersecurity Workforce Framework, and built platforms that reshaped how organizations train and retain talent. A former B-52 aviator, unit commander, U.S. Air Force Cyber Red Team Leader, and combat veteran of Afghanistan and Iraq, he has led elite teams in more than 30 nations - shaping policy and performance from the Situation Room to the boardroom.

Today, Montana serves leaders as a keynote speaker, certified Maxwell Leadership speaker, trainer/facilitator, and executive mentor/coach. He is also an adjunct professor at California State University, San Bernardino, where he teaches IT strategy, governance, cyber risk, and organizational leadership. His sessions are designed to be practical, energizing, and immediately usable - because real leadership is proven in what people do next.

#### **EDUCATION:**

- 1989 Bachelor of Arts degree in history, Minnesota State University-Moorhead, MN
- 1998 Master of Arts degree in industrial/organizational psychology, Louisiana Tech University, LA
- 2006 Air War College, Maxwell AFB, AL
- 2019 PhD/ABD, industrial/organizational psychology, Northcentral University, AZ

#### **CAREER:**

1. May 1989 – Jun 2002 – Numerous B-52 flying, instructor & evaluator assignments, Various USAF locations globally
2. Jul 2002 – Dec 2004 – Commander Cyber Aggressor Operations/Assistant Ops Officer, 318<sup>th</sup> IOG, Lackland AFB, TX
3. Jan 2005 – Jun 2010 – Commander Info Ops and Director Operations Cyber Red Team, 57 WG/98 RW, Nellis AFB, NV
4. Jul 2010 – Sept 2011 – Senior Technical Program Manager, Cyber Counterintelligence Training & Threat Analysis, National Counterintelligence Executive, Office of the Director of National Intelligence, Washington, D.C.
5. Sept 2011 – Mar 2015 – White House Senior Strategic Advisor, National Initiative for Cybersecurity Education (NICE) & Chief, National Cybersecurity Education & Awareness Branch, prior Director, National Cybersecurity Education & Workforce Development Office, Department of Homeland Security, Washington, D.C.
6. Mar 2015 – Present – Adjunct Professor, California State University-San Bernardino, San Bernardino, CA
7. Apr 2015 – Present – Founder/Managing Partner, Everest Leadership Consulting (TRS, LLC), Las Vegas, NV & Marion, MT

#### **PROFESSIONAL CERTIFICATIONS:**

Certified Workforce Development Professional (CWDP), Certified Maxwell Leadership Speaker and Team Trainer/Behavioral Analysis Consultant, Certified Information Security Manager (CISM), Certified in Risk & Information Systems Control (CRISC), & Certified DiSC Practitioner

#### **PROFESSIONAL ORGANIZATIONS:**

National Assn of Workforce Development Professionals—Life Member  
 Veterans of Foreign Wars—Life Member  
 Society for Industrial Organizational Psychologists  
 Iraq & Afghanistan Veterans of America—Life Member  
 Military Officers Association of America—Life Member  
 Armed Forces Communications & Electronics Association—Life Member

Air Force Association—Life Member  
 American Psychological Association  
 Disabled American Veterans—Life Member  
 Golden Key International Honour Society  
 Association of Old Crows  
 ISACA