

Executive Strategist with demonstrated proven skill sets in start ups, restructuring, pilots, specialized projects, Human Capital development, and overall operation deployment. Successful track record especially in maximizing desired results requiring learning and change capacity of individuals, groups and organizations assuring alignment to mission, goals and purpose. Expertise in system approach with corporate/ private/ government/ healthcare/ educational sectors including national speaker engagements on human capital development strategies.

**CORE COMPETENCY AND THEMES:** The ability to understand and value networking and relationships, recognize and leverage critical linkages necessary to achieve desired results; and the skills to facilitate the connection of people, strategies and services necessary to celebrate success. Competency Themes: Ideation, Connectedness, Strategist, Activator and Achiever.

### COMPETENCY SKILL SETS:

Strategic OD Development	Operations	Communications Specialist	Degree Completion Specialist
Human Resource Management	Business Plan Development	Customer Relations and Development	Certification Program Specialist
HR Development & Training	Marketing and Public Relations	Consulting/Coaching	SixSigma/Quality Improvement

### PROFILE:

Own and operate AtEz., a Coaching and Consulting Practice, specializing in change and transition. Client list includes diverse mix of corporate/private/government/educational sectors. Whether an independent consultant or internal strategist, a common thread has been the ability to help move individuals, groups and organizations to outcome based solutions aligned to strategic objectives built from a collaborative environment. Graduated from Boise State University, Boise, Idaho. with honors in Communication, with emphasis in a strategic approach to human resource development.

### AFFILIATIONS:

International Association of Conference Centers (IACC)	American Society for Training and Development (ASTD)
LERN; The Learning Organization Resource Network (LERN)	Arizona Association of Small Businesses
International Coaching Federation (ICF)	The International Association of Facilitators

### PROVEN RESULTS:

- ✓ Designed and implemented 1<sup>st</sup> Human Development Officer position for State of Idaho that included 12 diverse departments for the Department of Health and Welfare (i.e.. development, recruitment, awards and recognition programs for its 4000 employees that had been absent for over 15 years). This included development of job models, competencies, performance measurement systems for the Department as well as individual/team development strategies.
- ✓ Strategic corporate/academic development building alliances/partnerships in order to develop competency based /aligned degrees and certification programs for credit and non credit- including fast track undergraduate degree completion programs benefiting both employee and corporate needs. Career pathing and transitional coaching. Special consultation with the VA, SAA and Congress in the implementation of the GI Bill for both education and workplace development.
- ✓ HR improvement strategies related especially in the area of maximizing performance results and reclarification of roles and life purpose accordingly for organizations for such diverse organizations as: Motorola, State of Arizona, U.S. Postal Service, US OAC-Office of Aircraft Security, Idaho Power Corp, Yavapai College, Ev. Lutheran Good Samaritan Society, ASU Research Park, Advanced Technology and Education Park, Sedona Center for the Arts and Technology, Micron, Hewlett Packard, Morrison Knudsen, Intel, Boise State University, University of Idaho, St. Lukes Regional Hospital, St. Alphonsus Regional Hospital, and the YWCA.
- ✓ Site operations responsibilities included process improvement strategies including self-funded operation strategies based on SixSigma for Motorola University West (100K corporate university and conference training center) and the YWCA of the USA, Leadership Development Center (60K sqft conference center) As well as Main consultant for development Sedona Center for Arts and Technology, Sedona Arizona designed to take advantage of 5 million visitors a year as both a learning and social center for community and a self funded operation for Yavapai College as part of the Sedona Cultural Park, a 50 acre complex.
- ✓ Provided main consult resulting in the first public government application for a Corporate University model projected to save the State of Arizona \$5 M in its first year of operation. Corporate University models are hybrid HR organizations that use a system approach to deploy corporate mission and strategies through its workforce, customers, vendors and suppliers.
- ✓ Over eighteen years experience including the role of Human Resources Director Generalist for largest not for profit long-term healthcare organization in the U.S. (Ev Lutheran Good Samaritan Society) Specific responsibility for over 250+ employees, 300 Residents. Responsible for all HR functions, Community Relations, and Public Relations. Introduced Quality Circle methodology to long-term care in the U.S. In a consultant role for the national organization located in 29 states and over 30K employees; chaired a national taskforce that streamlined processes for plans of care for long term care- that resulted in the first customer centered programs of care in the United States. Transitional career pathing between disciplines and access to external opportunities.
- ✓ Designed, implemented and facilitated incentive and performance programs for the US Postal Service, US Bureau of Land Management and the US Office of Aircraft Safety.
- ✓ Key Note and Presenter at various organizations nationwide on transition related topics i.e. CU (Corporate University), NEA (National Education Association), NCMA (National Contract Management Association), AQA (Arizona Quality Alliance) Sterling Conference (Florida Sterling Council), LERN (Learning Education Resource Network)