

## ORGANIZATION DEVELOPMENT CONSULTANT

### Executive Profile

Proven business leader with extensive consulting experience. Award winning Executive Coach with over 15 years of experience as an internal and external Organization Development Consultant. Pragmatic, critical and creative thinker who works with leaders to meet business challenges while increasing individual and organizational development. Exceptional ability to identify obstacles and implement processes that achieve targeted results.

### Professional Experience

January 2006 to Current

Company Name City , State ORGANIZATION DEVELOPMENT CONSULTANT

- Consulted with the CA Public Utility Commission (PUC) Executive Director and Senior Team to design and deliver an initiative to engage 800 employees in organization wide culture change.
- Work included interviewing executive staff, designing and facilitating meetings, coaching executive staff.
- The cultural shift from hierarchical to participative enabled the PUC to compete in the de-regulated environment.
- Designed and delivered, with a team of four consultants, an initiative to provide Appreciative Inquiry as an innovative method to improve all aspects of service delivery to county residents.
- The initiative culminated in a one-day conference for 400 Sacramento County employees in order to practice new skills.
- Project teams established to lead the implementation of Appreciative Inquiry throughout the organization.
- Co-authored County of Sacramento, Book of Success.
- Facilitated, with a team of 40 colleagues, controversial group discussions for NYC Citizen's Budget Commission planning session attended by 600 participants.
- Issues successfully prioritized which set the stage for Commissioner's use in decision making for upcoming budget.
- Designed and implemented an innovative 8-week job search training program which increased placement by 20% for training organization.

January 2004 to January 2006

Company Name City , State STAFF LIAISON

- Established the County's first youth center by forging alliances between internal and external stakeholders.
- Improved performance of literacy program staff to manage more caseloads and increase client participation by providing leadership and coaching.
- Transformed governance committee, in jeopardy of losing funding, into a successful operational team that met deadline and was awarded funding.

January 2000 to January 2001

Company Name City , State ORGANIZATION DEVELOPMENT CONSULTANT

- Developed and led the organization's first Corporate Education Department by integrating and aligning four autonomous, underperforming district offices resulting in improved training services to 6,000 person organization.
- Managers reported transfer of training to staff dramatically improved customer service.
- Improved delivery of training and increased use of training services throughout the organization by managing staff of 21 training professionals and instituting performance standards, assessment processes and peer coaching.
- Increased quality of customer service by 45% through coaching cross-functional team to develop the dysfunctional culture to one that valued collaboration and rewarded teamwork.

January 1995 to January 2000

Company Name City , State ORGANIZATION DEVELOPMENT CONSULTANT

- Coached CEO of bio tech start-up to change leadership style from controlling to collaborative resulting in the successful restructure of his executive team.
- Developed a culture of involvement and responsibility resulting in FDA deadlines met and IPO successfully secured by consulting to senior leadership team and direct reports.
- Increased leadership capabilities of Senior Team by coaching and consulting to Executive Team.
- Team development included improved decision-making, strategic thinking and systems thinking resulting in reduced conflict throughout the organization and increased retention of leadership team members.

January 1981 to January 1993

Company Name City , State CO-FOUNDER/VICE PRESIDENT

- Increased sales from \$20,000 to \$1.2 million in five years.
- Managed 15-20 remodeling projects annually for award-winning Design/Build residential remodeling business.

### Education

Professional School of Psychology

Certified Executive Coach

JFK University

State Management - Organizational Change and Leadership Master of Arts Management - Organizational Change and Leadership

Ramapo College of New Jersey

Sociology Bachelor of Arts Sociology

Work History

Company Name

Skills

Book, Budget, Coach, coaching, CA, consulting, client, customer service, decision-making, decision making, delivery, designing, functional, leadership, Team development, Director, managing, meetings, processes, quality, sales, strategic thinking, systems thinking, teamwork

Additional Information

- **AWARDS & CERTIFICATIONS** Received 3 Excellence Awards in recognition of leadership initiative for healthcare executives. Awarded the "Contractor of the Year Award" and the "BIG 50" Award for co-owned company. B/Coach Systems LLC, Coach2 Training Program

Professional Affiliations

National Organization Development Network (ODN) New Jersey Organizational Development (NJOD) Northern New Jersey American Society for Training & Development (ATD)