

SENIOR PROFILE: ORGANIZATIONAL DEVELOPMENT

Change Management | Performance Optimization | Human Capital | Strategic Planning

Proven track record of delivering tangible, robust improvements to corporations, public institutions, executive boards, and corporate leaders. Engaging and dynamic approach to fostering consensus across all organizational levels while fostering comprehensive changes to leadership values and company culture. Recognized record of accomplishment revitalizing under-performing areas through strategic, targeted leadership development efforts. Thrive in challenging environments requiring creativity, critical thinking, and business savvy.

HIGHLIGHTS OF EXPERTISE

- Strategic Purpose/Resource Alignment
- Action-Oriented Leadership
- Organizational & Culture Change
- Staff Development Initiatives
- Project Management Partnering
- Executive Mentoring & Coaching
- Talent Acquisition & Management
- Staff Retention Programs
- Success-Focused Initiatives
- Education & Instruction

SIGNATURE ACHIEVEMENTS

Established presence as an innovative change agent in the private, academic, and public sectors; utilize 20+ years of leadership as a president, executive coach, and professor to facilitate organizational success.

Developed a workplace culture to promote the development and implementation of best practices.

Contributed to global excellence through a number of publications, presentations, and professional honors.

Fostered a shared commitment to improving business performance, enhancing both individual and team capabilities through effective coaching and career pathing.

CAREER SUMMARY

PRESIDENT – SYNERGY MANAGEMENT CONSULTING GROUP (SYNERGYMCG), Los Angeles, CA, 2010 to Present

(Previously APEX Management Consulting Group)

Operate high-profile company providing strategic planning, tactical management, executive coaching, and organizational development to a wide range of domestic and international enterprises.

Actively consult with and provide results-oriented leadership to augment and realign underperforming organizations. Leverage a collaborative, insightful approach through communication and analysis in order to manifest opportunities and identify tangible, actionable plans. Define roadmap to align resources, invigorate stakeholder engagement, and heighten performance excellence for both private and public institutions.

Key Clients:

- ♦ Beverly Hills Chamber of Commerce — Consult with core leadership by mentoring executives, helping streamline operations to simultaneously empower local businesses and the Beverly Hills community.
- ♦ EBD Bauer — Advising on value creating transnational social capital and strategic development.
- ♦ Metrus Group — Fostered stakeholder passion and reinforced institutional excellence; utilized analysis metrics and designed novel solutions, leading to across-the-board performance improvements.

PRESIDENT – SUMMITRY GROUP, Irvine & San Diego, CA, 1999 to 2008

Directed successful consulting firm focused on cultivating organization-wide excellence for a large number of established companies, public associations, and international entities. Promoted creative, sustainable practices

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for clients by instituting comprehensive change, organizational development initiatives, senior-level coaching, and program coordination. Cultivated win-win arrangements by optimizing talent development practices, motivating high-performance teams, and implementing action-oriented solutions.

Key Clients:

- ◆ San Diego County Regional Airport Authority — Helped develop a turn-around culture in a newly-designated organization, working with the leadership team in creating a dynamic, people-oriented environment which emphasized communication and transparency, leading to a 90% staff approval rating in less than a year. Worked with and significantly turned around the partnership results of numerous private contracting firms including DMJM Aviation, AECOM, and Jacobs, Carter & Burgess with the organization.
- ◆ Southern California Association of Governments (SCAG) — Developed and implemented a successful and highly-acclaimed strategic plan which emphasized involvement of elected officials and community stakeholders while reorganizing staff to optimize individuals' unique skills.
- ◆ CEO Clubs, Shenzhen, China — Conducted an in-depth organizational audit to identify weak points and propose new practices; incorporated aspects of Western business culture to members and club leadership, which heightened operations in performance management, leadership development, and training.
- ◆ San Diego Regional Government Efficiency Commission — Led, facilitated, and promulgated a well-received final commission report in collaboration with the Chairman of California Senate Budget Committee, the recommendations of which resulted in creation of an independent Airport Authority in San Diego County by the California State Legislature in less than one year.

ADDITIONAL EXPERIENCE HIGHLIGHTS

University Professor – UNIVERSITY OF SOUTHERN CALIFORNIA (USC), Los Angeles, CA, 2000 to Present

Deliver articulate and comprehensive graduate-level lectures to over 2500 students (currently at USC and previously at numerous domestic and international universities) in courses including Organizational Development and Change, Intersectoral Leadership, Organizational Behavior, Strategic Planning, Managerial Economics, Professional Practice of Public Administration, and Public Administration and Society.

Director – UNIVERSITY OF CALIFORNIA AT SAN DIEGO (UCSD), IRPS, San Diego, CA

Assumed leadership of a dormant program within the department and renamed it to Global Leadership Institute. Created a team-centric, quality-focused curriculum leading to significantly increased participation in providing executive leadership training programs to "in-service" leaders from China, Japan, and South Korea.

Executive Director – PIKES PEAK AREA COUNCIL OF GOVERNMENTS, Colorado Springs, CO

Assumed leadership of a previously near-bankrupt organization, leading to sustainable operations and new life as a respected leading council at the local, region, and state level. Liaised between board members, government officials, private citizens, and corporate leadership while providing guidance and coaching.

- ◆ Additionally served as Lobbyist for the organization with the state legislature and federal government.

PROFESSIONAL DEVELOPMENT

Ph.D. – Public Administration; focus: Organizational Development | UNIVERSITY OF SOUTHERN CALIFORNIA

MPA – Focus: Organizational Development | UNIVERSITY OF SOUTHERN CALIFORNIA

Master of Arts – Comparative Economic Systems | UNIVERSITY OF SOUTHERN CALIFORNIA

Bachelor of Science – Business Administration | WOODBURY UNIVERSITY

Graduate, Center for Creative Leadership | COLORADO SPRINGS LEADERSHIP INSTITUTE

Certificate, National Highway Institute, Federal Highway Administration, Environmental Training Center