

OBJECTIVE:

Senior Leader in Sustainability / Corporate Responsibility

Triple-bottom-line operations experience with a commitment to growing sales and corporate profile through progressive business management

SUMMARY:

A confident leader with a passion for sustainability and improving business through innovative green initiatives. Consistent, pervasive commitment to an ever-lower environmental impact can enhance both growth and profitability – “Green-washing” is for pretenders and followers. A demonstrated record of operational results within manufacturing environments and business turnarounds. A comfortable communicator who leads through participatory planning and implementation. Experienced and effective in orchestrating change using systems thinking. Committed to corporate social responsibility; driven by integrity and strong ethical principles. A strong team player and team leader; inspires and challenges others to achieve their potential.

Areas of expertise:

- Sustainability and Quality
- Strategic Planning and Integration
- Business Growth
- Board and Team Leadership
- Change Management
- Business Ethics
- Communications
- Systems Thinking

CAPABILITIES:

Sustainability & Corporate Responsibility:

- Seven years of triple-bottom-line (People/Planet/Profit) manufacturing operations experience.
- Experienced in lean / kaizen operations; finding methods to reduce, reuse, recycle, rethink, and repurpose everything from raw materials to reusable, interchangeable components to modular /reusable packaging.
- Harnessed employee insight with 1-on-1 coaching to improve performance, gain their unique understandings, and connect the corporate vision to their own.
- Speaker and writer on how green business is smart business: highlighting opportunities in sustainable practices that serve the financial bottom line, inspire their people, and change the world for the better.
- Ethics: Led two industry ethical code reviews; taught ethics; served as an ethics investigator

Business Operations:

- Effectively led and managed boards, staff, and R&D teams of 5 to 20 members.
- Navigated four manufacturing facility moves (local and national) with zero down time.
- Implemented continuous production improvement through training, documentation of procedures and policies, and workflow analysis.
- Created and launched start-up businesses and organizations; experienced in managing budgets and P&L.

Innovator & Integrator:

- Challenges the status quo with innovative methods to reduce waste, increase productivity, and create something new.
- Used innovative solutions to turn around companies, products, and organizations.
- Experienced organizational spokesperson.
- Integrated thinker - synthesize diverse information and communicate common threads.
- Thought leader in green business: began practicing, researching, and presenting on the subject in 1994.

Leader & Influencer:

- Proven ability to establish strong working relationships using a collaborative leadership style of listening and honoring values and strengths. Shares ownership.
- Engages multiple stakeholder perspectives from frontline-to-boardroom.
- Proven experience in developing and implementing effective strategic plans.
- Strong, calm coaching and leadership demeanor.
- Led, developed, and implemented five corporate branding efforts.

CAREER SUMMARY***Sustainability / CSR Consultant***

2001-Present

Opportunity Sustainability, Minneapolis, MN

Consulting, coaching, and training services for executives and business leaders in the areas of sustainability, green business, corporate social responsibility (CSR), leadership, change management, successful mergers, communication, strengths, and relationship dynamics.

- CSR writings syndicated and appear on CSRwire.com, Chloregy.com, DevelopmentCrossing.com
- Over 18 years of consulting/coaching experience working both internally and externally.
- More than 300 international and domestic clients; 700-plus coach training hours received.
- Member of the International Coach Federation (ICF) Ethics & Standards Committee 2003-2008.
- *EYE Integrated Planning*: Proprietary strategic planning and implementation consulting to turn strategies into results. 40 clients, 8 retreat programs.

President & Chairman (20-30hrs/wk), Board Member

2002-2006

Minnesota Coaches Association, Minneapolis, MN

World's second largest regional coaching organization with 300 active members. Led organizational turn-around from collapse to national leader. Became a model for coaching associations by growing membership from 80 active members to more than 250 in two years.

- Re-energized the organization's volunteer board by reinventing the leadership team, tapping into their individual strengths, and connecting the work to their values.
- Increased operating budget 200% and maintained a positive cash flow.
- Established a sustainable leadership infrastructure for minimal disruptions during annual rotations.

President

2005

Life Coach Alliance, LLC, Minneapolis, MN

Hired to create and manage a national coaching company to provide pay-by-the-minute life coaching through a telephone call center.

- Set vision, strategic plan, and tactical plan for company.
- Managed 19 staff and R&D team members and recruited 50 subcontracted coaches.
- Created guidelines and structures for qualifying and supervising coaches and training call center staff.
- Utilized nationwide marketing media: radio, television, print, and web.

Business Transition Manager for ALH, Inc.

2000

Innovadyne Technologies, LLC, Sonoma, CA

Innovadyne purchased the manufacturing rights and intellectual property of Advanced Liquid Handling's (see below) precision liquid handling equipment and moved production from Wisconsin to California. Primary role was to facilitate production shutdown and restart in new location.

- Provided training to transfer ALH knowledge to Innovadyne employees on topics such as assembly instruction, parts procurement, scheduling, BOM and billing software, and product testing and quality.
- Coordinated and managed 20 vendor relationships through transition.
- Developed scalable production techniques through integration of *kaizen* and *kanban* systems.

Operations Director / Partner

1994-2000

Advanced Liquid Handling, Inc. (ALH), Milwaukee, WI

An aggressive international start-up manufacturer specializing in liquid handling technology.

- Developed and implemented socially responsible management practices.
- Continuously evaluated environmental and fiscal impact of processes: substituted eco-friendly solvents whenever possible; encouraged recycling; redesigned shipping containers to be reusable, modular, and interchangeable; reduced number of component variations; purchased high quality refurbished machining equipment; utilized true color florescent lamps at all workstations; chose building locations with abundant natural lighting; repurposed unused materials and equipment.

(continued)

CAREER SUMMARY *(continued)*:

Operations Director / Partner

Advanced Liquid Handling *(continued)*

- Coordinated and navigated three manufacturing facility moves (local & national) with zero down time without losing customers, staff, vendors, or materials of our two product lines.
- Turned a \$150k product disaster into the catalyst for the company's eventual sale.
- Maintained Good Manufacturing Practices and continuous quality improvement through process engineering; workspace layout changes for productivity and flow; documentation of procedures and policies; and implemented standardizing business processes including barcoding, continuous bill of materials refinement, and manuals.
- Coached team members 1-on-1 to gain their unique insights, leverage their individual strengths, and connect the corporate vision to their own.
- Helped formulate and promote the corporate triple-bottom-line culture and vision.

PRESENTATIONS:

Conference Presentations:

Making The World Round Again

Northland Bioneers Conference 2006, Minneapolis

10 years of research and direct experience showcasing new ways to think about and succeed in the new business paradigms caused by the convergence of business, science, and values.

Co-Creating the Next Frontier: Calling All Seasoned Coaches to the Global Conversation Café

International Coach Federation Conference 2004, Masters Track Program, Quebec City, Canada

Ranked as the top program of the conference. Co-led a conversation café of more than 70 seasoned coaches to explore the deeper issues and concerns of the coaching industry.

Smaller Presentations & Roundtables:

Wisconsin Business & Conservation Leaders Roundtable 2009 –Lt. Governor’s Council - Madison

Strategic Planning and Implementation 2008 – Business Incubation Center - Minneapolis

Attitudes and Perspectives 2007 & 2008 – Mutual of Omaha and four other Minnesota companies

Masterful Coaching: Ethics and Right Action 2005 – Minnesota Coaches Association

COMMUNITY LEADERSHIP & INVOLVEMENT:

International Society of Sustainability Professionals - Member 2008-Present

International Coach Federation - Ethics & Standards Committee, Investigator, Member 2002-Present

Thought Leader Gathering - Member of the Leaders Circle 2002-Present

Apollo Male Chorus - Board Member 2007

Global Minded Professionals - President, Board Member 1996-2001

Boy Scouts of America - Eagle Scout, Order of the Arrow 1987

EDUCATION & CERTIFICATIONS:

LEED AP – USGBC- Certified - Leadership in Environment & Energy Design Accredited Professional 2009

Attendee – Corporate Responsibility Officer (CRO) Summits - Chicago, IL 2008, 2009

Attendee - Opportunity Green Conference - Los Angeles, CA 2008

Dual Graduate - Corporate Coach U International - CTP & CCTP 482 Credit Hours 2002-2003

Spanish Study - Madre Tierra, Xela, Guatemala - Business & social proficiency (dormant) 2001

Graduate - Future Milwaukee - Community Leadership Training Program 2000

B.A. Psychology - University of California, Riverside - Industrial/Organizational focus 1994

INTERESTS & HOBBIES:

- Walking, rowing, choral singing, writing
- Vision videos - micro-movie making
- Conversation circles and cafés
- Exploring people, places, ideas, & cultures.
- Toronto International Film Festival Attendee
- SCUBA - Open Water Certified
- NetImpact, USGBC, Bioneers
- Green Networking: EcoTuesday, Green Drinks