

EXECUTIVE PROGRAMS FACULTY
The Institute for Leadership & Organizational Performance
Daniels College of Business – University of Denver

Creative, driving leadership force behind successful executive career campaign development, management, and marketing including within the University of Denver, and with global career consulting firms. Unique business slant directing profitable operations in career management and marketing, executive training and development, enterprise and individual marketing, consultative services, and project management. Accredited delivery / interpretation of Insights Navigator; fully-trained in Myers-Briggs and DISC.

• Global Career Management	• Business Core Academia	• CAPEX Budget Control
• Organizational Development	• Graduate / Undergraduate	• Staff Development
• P & L Administration	• Operations Management	• Marketing/Sales Support
• Performance Management	• Behavioral Assessments	• Executive Coaching

15+ years organizational leadership experience spanning multiple functions, enterprises, and industries. Successes span blue chip **Fortune 100** firms including **AT&T**, **Lucent Technologies**, and the **Bell System**. Heavily-recruited throughout career to direct complex operations and organizations serving client bases to 120+M. Operations budget oversight to \$8M (expense) and P&L budgets to \$21M (revenue). Managed organizations with indirect spans-of-control to 356 personnel.

EDUCATION

M.S.S. – conc. in Leadership / Organizational Communications, University of Denver
EMBA Certificate training, Wharton School of Business
BSBA, University of Phoenix; **AAS – Management**, San Antonio College
Project Management Certificate training, Stevens Institute of Technology
Accredited Insights Practitioner

CAREER SUMMARY with KEY ACCOMPLISHMENTS

Executive Programs Faculty, ILOP / Daniels College of Business, University of Denver.....2005-Present

Adjunct faculty for core business and leadership courses at graduate and undergraduate levels. Provide comprehensive career campaign development and support to 80+ EMBA, graduate certificate students, and alumni. Faculty for various programs’ delivery in Executive Programs initiative.

- **Facilitated executive career development for 80+ EMBA candidate base.** Achieved high student ratings facilitating multiple core business, leadership, and communications courses (incl. development/redevelopment). Courses include *21st Century Professional*, *Leadership & Communication*, *Professional Communications*, *Organizational Communication*, *Interpersonal Communication in Organizations*, *Understanding Human Communications*, *Ethics*, *Listening*, and *Developing Employees for Maximum Performance*.

Vice President–Campaign Direction, Stewart Cooper & Coon Executive Placement Services.....2004-Present

Led full service executive career campaign development, professional services, and consulting operations for national firm. Direct reports included full Campaign Director staff in world-class delivery of executive career search / transition services, consultations, workshops, and individualized marketing solutions. Part-time.

- **Built and led Campaign Director organization within 3 months to support 250% increase in client base.** Hired and trained staff of world-class Career Campaign Directors. Provided majority of supporting documentation, tools, and career assessments for use by firm and staff.

- **Successfully facilitated 67% of executive client campaign completions within 6 months of engagements.** Assessed, developed, and delivered all critical campaign dimensions, including multi-6-figure offer negotiations.

Vice President/Director–Client Services, America’s Job Network / Haldane Associates.....2001-04

Led full service executive career management and marketing, professional services, and consulting operations for Denver HQ. Direct reports included Vice Presidents, Directors, Senior Consultants, Operations Managers, and sales support personnel in world-class delivery of executive career search / transition services, consultations, workshops, and individualized marketing solutions. Oversaw multiple research databases and data, technologies, marketing materials, and direct mail distribution.

- **Personal account management of executive career consults, \$1.5M+ in revenues / contract fees.** Built, organized, and led all executive consultative operations, including span-of-control of up to 23 Career Advisor serving more than 1,000 executive and mid-management clients. Personally served 120+ senior-most executives’ career development campaigns through specialized career marketing strategies/tactics to executive clients with compensation ranging to \$750K/yr.

District Operations Manager, Lucent Technologies.....1996-00

\$39B international telecommunications services and equipment provider. Led engineering, provisioning, and project management operations for voice/data/multimedia telecom equipment, services, and solutions. Managed staffs of multi-level supervisors, 150+-person call centers, and up to 34-person technical staff. Followed business unit at telecom divestiture as and promoted from **Operations Manager, AT&T**, 1983-1996. \$126B global telecom services/equipment provider.

Early career: Staff Manager, AT&T, 1987-96. \$25B international telecommunications services and equipment division. Developed full operational support, expense budgets, documentation, service methods and procedures, performance and productivity monitoring, staffing, and scaling plans for Large, Small, and Residence business units. Created all project management programs, documentation, and service / technology quality programs.

COMMUNITY / CIVIC CAREER SUMMARY

Colorado Business Week, Chairperson and Company Advisor.

Habitat for Humanity, Volunteer for multiple projects.

Denver Symphony Orchestra, Lead fund-raiser.

Arapahoe County Little League Association, Administration and coaching.

Bio and references available upon request.

