



Carmen D’Arcangelo, MBA

Business leader possessing 25 years leadership experience in diverse for-profit and non-profit organizations. An ideal role would leverage my experience and commitment to helping organizations become effective and successful through the development of their leaders, teams and systems utilizing an anti-racist equity lens. With an agile approach, my focus is contributing collaboratively to a mission-driven social enterprise with practical tools and impactful leadership.

Non-Profit Experience:

The following are representative projects and organizations where I have provided executive leadership and/or strategic human resources consulting to non-profit organizations:

- **Green Plate Special-Interim Executive Director (9.2021-1.2022)** Provided interim leadership and established strategic organizational work plan including board, volunteer, and community stakeholders. Drove internal and external communication, grant making and supported search efforts. Hired staff and managed the organization through several site crises. Reestablished IT infrastructure.
- **Pottery Northwest—Organizational Assessment/Leadership Transition Support (4.2021-9.2021)** Supported staff and board leadership transition following an equity call out. Conducted organizational assessment and equity analysis.
- **Northwest Harvest—Director of Organizational Development, Strategic Talent and Culture, Interim Director of Human Resources (1.2018-4.2021)** Providing senior level strategic planning, HR program and organizational development consulting to the senior leadership team and cross-functional departmental teams. Revamped recruiting process, performance conversations and employee handbook. Focus on multi-year equity and inclusion process and change management initiatives.
- **Hutch Kids Child Care Center—Interim Executive Director and Board Consultant (9.2017-9.2018)** Led the 50-person administrative and teaching team through an emergency executive transition following a failed search. Established mentoring, performance management and step up leadership opportunities. Led major fund raiser. Conducts annual board and ED retreat.
- **Tech Bridge Girls—Staff and Leadership Retreat Facilitator (2018-2019)** Incepted, collaborated, and facilitated two-day strategic planning and team building retreat for staff and leadership team focusing on emotional intelligence and fierce communication.
- **Communities in School of Seattle--Interim Executive Director (1-7.2017)** Led Board of Directors through departure of long-standing ED. Enabled board capacity building and EDI initiatives. Drove staff, Board of Directors through organizational development processes. Revamped finance and accounting infrastructure and initiated a sources and uses of funds process for revenue forecasting. Led ED search communication and major fund-raising breakfast.
- **Malaria No More—Executive Consultant (2016-2019)** Provided VP of HR support to Managing Director in the areas of performance management, employee relations, HR strategy and compliance initiatives.
- **University Temple Children’s School—Organizational Consultant and Executive Search (5.2016-2018)** Conducted life cycle assessment and facilitated Board of Directors staff retreat to determine the Executive succession strategy. Conducting successful ED search.
- **New Discovery School--Organizational Consultant and Executive Search (2016)** Led board facilitated ED search and provide succession planning assistance and HR infrastructure analysis to the exiting ED.
- **New Horizons Ministry—Training and Organizational Consultation (2016-17)** Conducted a set of three interactive, experiential new supervisor’s trainings to core management team including homework, work groups and manager certification.
- **FRYE Museum-Human Resource Consultant (2016-17)** Provided senior level outsourced HR services in the areas of legal compliance, HR systems and infrastructure, compensation, organizational development and recruiting.
- **Cornish College for the Arts – Executive Consultant (2015)** Provided consulting to lead the Board of Trustees through its first ever 360 leadership evaluation of the President utilizing a custom survey monkey tool in alignment with nationally recognized performance standards.

- **Auburn Youth Services – Executive search, Board development and HR coaching and development (2015)** Led scoping of new Executive Director role with Board of Directors, management team members, staff and community stakeholders. Orchestrated interviewing process, structures and led all aspects of the search.
- **Vietnamese Friendship Association – Interim Executive Director (2014-2015)** Led strategic planning, budgeting and new program development for the organization. Developed board meeting format and structure and reorganized internal performance systems, infrastructure and processes. Responsible for day-to-day operations, fund development and management of search process.
- **The Washington Sustainable Food and Farming Network-Managing Consultant (2014-17)** Advised ED, Board Chair on the pros and cons of merger and acquisition strategy with another nonprofit. Facilitated multi strategic planning retreat with board and staff. Currently leading Executive Director Search.
- **Hilltop Children’s Center -- Interim Executive Director (2011-2013)** Managed organization through 18-month transition period, led executive search and supported operational streamlining and restructuring. Initiated funding growth of 50% through replacing the auction with a community led annual campaign. Led strategic planning and life cycle evaluation efforts with the Board of Directors. Continue to coach executive and management team members.

Academic Experience:

Antioch College – Adjunct Faculty Member

Seattle, WA

Classes taught:

2010 –present

- Intersectional Leadership
- Coaching for Leadership and Change
- Sustainable Business
- Nonprofit Leadership
- Writing for Priors Learning

Additional Education:

Embody Lab

Global Zoom

Embodied Social Justice Certificate

Center for Equity and Inclusion

Seattle/Portland

Three year long DEIA training for all levels of an organization

Race Equity Consultants

Seattle, WA

Building Racial Equity Capacity

Simmons Graduate School of Management

Boston, MA

Masters of Business Administration, Dean’s Scholar

Harvard College

Cambridge, MA

Bachelor of Science, cum laude

The University of Washington

Seattle,WA

Creative Non-Fiction Writing Program Certificate

Additional Experience:

Valtas Group

Seattle, WA

Principal

2019-present

- Provide senior level equity centered leadership, consulting and coaching in organizational development, strategic planning and capacity planning.

**HR Strategies International
Senior Consultant**

**Seattle, WA
2001-2019**

- Provide executive and director level human resources consultation and execution in the areas of recruiting, mid level training, executive coaching, employee relations legal and compliance, strategic support and competitive compensation and data measurement across a diverse client base.
- Maintained exceptional degree of client satisfaction with project work, including numerous repeat assignments and referrals to other client projects.

**Craig O. McCaw Investments and Eagle River Investments,
*Director of People Development,***

**Kirkland, WA
8/05-1/09**

- Spearheaded the HR strategy and operations for a multisite international family business in a fluid, organic environment.
- Grew organization by 100% while developing successful cultural fit tools for recruiting, inducting, training and performance management across a wide variety of positions.
- Lead proactive human resource consultation to the senior management team resulting in skill transfer in handling sensitive employee relation's issues. Avoided 1 discrimination case and 2 harassment cases.
- Partner with hiring managers on organizational design and development including the creation of an organizational matrix, job design template, and team development initiatives.
- Incepted and led senior team through a core competency driven performance review process and tool.
- Developed employee team and senior management training curriculum focusing on leadership development, decentralized decision making and the accompanying HR structure to carry on this work.

Personal Experiences and Passions:

Published creative nonfiction writer, TRX enthusiast, Ultimate Frisbee Coach, Camper Van Traveler, Past Hilltop Learning Institute Advisory Board Member, CARW Facilitator, Marathoner, Basketball parent, Member of Vashon Wilderness Program, Incepted and rolled out organic infant clothing line *Chiru Child*, Alumni Association NW Regional Representative, Highly Capable Cohort parent, Women for Women International Sponsor, NOLS Wilderness Leadership Program, PEPs Couples Group Facilitator, Leukemia Society Team in Training Volunteer, Child Haven Teacher, Operation Sack Lunch Volunteer.