VALTAS

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Interim Leadership Projects

- **Boys & Girls Clubs of King County (2017-2018)** – 14 month assignment providing HR and organizational development leadership for $20M, 400 employee youth development organization. Facilitated executive search and served as advisor to CEO and board of directors through significant organizational transition process.
- **SIFF – Interim Executive Director (2016)** – 11 month assignment running the largest Film Festival in North America; year-round cinema operations and $8M budget; facilitated leadership transition and search.
- **Child Care Aware of Washington – Interim Executive Director (2014-2015)** – Led statewide organization through founder transition, along with significant transition and growth from $14-$24M. Facilitated strategic planning process, guiding cross-functional team of board, staff and community partners (2016).
- **Pacific Bonsai Museum – Interim Executive Director- (2013 – 2014) –** In partnership with the Greater Tacoma Community Foundation, built business plan for startup/launch of new 501(c)3. Served as Interim ED, created inaugural board of directors, hired ED and Curator to lead this unique living museum.
- **Springwire (formerly Community Voice Mail) – Interim Executive Director (2013)**–Leadership transition, including board development, fundraising, business/strategic planning and staff management. Facilitated the merger of 18-year old organization to Feeding America, a stronger host organization for technology homeless services programs.
- **Hutch Kids - Interim Executive Director (2012-2013)** Served as interim leader and search manager for large onsite child care at Fred Hutch. Returned to create strategic plan and support board development (2016)
- **Frye Art Museum (2013-2016)** – Ongoing leadership and organizational development support for Museum Director and executive staff; various organizational development projects to support growth and transformation.
- **College Access Now – Interim Executive Director (2011-2012)** – Managed organization through 6-month transition period, led executive search and supported operational streamlining and funding growth.
- **Ventures (formerly Washington C.A.S.H.) – Interim Executive Director (2010-2011)** – Responsible for staff and budget growth of 20% during 8-month project. Led planning, budgeting and strategic direction for the organization. Successfully relocated retail store, Ventures, improving revenues by 300%.
- **Thrive Washington** – **HR and Executive Consulting (2010-2013, 2016)** –Various HR and recruiting projects, including organizational development, compensation and strategic support for CEO**.**
- **Partners For Our Children – Interim Executive Director (2009-2010)** – Provided consulting and interim leadership to this unique $3M foster care research and reform nonprofit. Supported executive director hiring process. Following Interim role, returned to lead strategic planning efforts, engaging board, staff and stakeholders.
- **PEPS (Program for Early Parent Support)** – **Interim Executive Director (2009)** - Served as interim ED and search manager for this early learning and parent education organization. Responsible for day to day operations, fund development and management of search process.
- **Child Care Resources** – **Interim Chief Program Officer (2008-2009)** Program management, operations, human resources and key project management during organization transition.

Education

The University of Washington **Seattle, WA**
Non-Profit and Fundraising Management Certificate Program

De Paul University **Chicago, IL**
Masters Business Administration, Human Resources

The University of Michigan **Ann Arbor, MI**
Bachelor of Arts; Industrial/Organizational Psychology

Corporate Experience

Clearwire Corporation **Kirkland, WA**
Vice President, People Development **2004-2007**

Built and led strategic People Development (HR) function for this fast-growth, domestic and international wireless broadband business. Led a staff of 40+ and budget of $11M. **Successfully grew the organization from 20 people to over 2000 globally in less than four years.**

HR Strategies International **Seattle, WA**
Owner, Principal Consultant **2000 – 2018**

Established and grew boutique HR consulting firm with staff of 3. Served in a variety of outsourced Human Resources leadership functions, including a series of interim VPHR roles, projects and professional services.

Prior Corporate Experience
Various HR executive and leadership functions.

Board Service

Child Care Resources **2007 to 2014**
Board member for this $14M King County organization focused on early childhood and child, family, provider and community support. ***Board Chair****–2012 to 14;* ***Strategic Planning Chair****–2011 to 14;* ***Fund Dev. Chair*** *2013-present*

School's Out Washington **2012 to 2014**
Vice President and Secretary of board of directors and founding board member of this after school and youth development leader focused on improving quality and impact of youth school enrichment.

The Mountaineers **2013 to present**
Advisory Board Member

Kindering **2016 to present**
Advisory Board Member

Additional Community Service

Table Talks **2014 to 2017**
Facilitator
Board Talks, Table Talks for Non-Profit Professionals

Social Venture Partners **2007 – 2013**
Partner, Lead Partner – Powerful Schools