



## Christine Martin

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### **Valtas Group – Founder, Partner and Principal Consultant**

Co-founder of consulting practice dedicated to guiding leadership transitions for social purpose organizations. Facilitated merger of prior business (HR Strategies International – 2000 - 2018), rebranded and created new entity with 100+ clients.

### **Interim Leadership Projects**

- **Treehouse – Interim Chief Program Officer and Strategic Advisor (2021)** –11 month interim leadership for \$20M statewide foster youth program. Member of Executive team; supported statewide services and team expansion.
- **Ada Developers Academy – Interim Executive Director (2019-2020)** – interim leader for 5-year old, \$4M entrepreneurial 501(c)3 coding bootcamp educating BIPOC women and gender expansive students for tech careers.
- **Boys & Girls Clubs of King County – Organizational Development (2017-2018)** – 14-month assignment providing OD 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%.
- **Partners For Our Children – Interim Executive Director (2009-2010)** – Provided consulting and interim leadership to this unique UW based \$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**

Non-Profit and Fundraising Management Certificate Program

Seattle, WA

### **De Paul University**

Masters Business Administration, Human Resources

Chicago, IL

### **The University of Michigan**

Bachelor of Arts; Industrial/Organizational Psychology

Ann Arbor, MI

## **Corporate Experience**

### **Clearwire Corporation**

**CHRO/Vice President, People Development**

Kirkland, WA

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 staff to over 2000 globally in 40 markets in less than four years.**

### **HR Strategies International**

**Owner, Principal Consultant**

Seattle, WA

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. Merged, rebranded and expanded this business into newly created Valtas in 2019.

### **Prior Corporate Experience**

Various HR executive (CHRO, VPHR) and leadership functions with public and private technology and telecom firms.

## **Nonprofit 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**

Advisory Board Member

2013 to present

### **Kinderling**

Advisory Board Member

2016 to present

## **For Profit Board Service**

### **Conenza**

2016 – 2019

Recruited to board service for SAAS product by founder. Supported organization through international merger.

## **Additional Community Service**

### **Table Talks**

Facilitator - Board Talks, Table Talks for Non-Profit Professionals

2014 to 2017

### **Social Venture Partners**

Partner, Lead Partner – Powerful Schools

2007 – 2013