

Over 20 years of experience in leadership across large and small for-profit, nonprofit and government sectors. Global cross-cultural experience from Australia to Kenya to New Zealand and Singapore. Passion for engaging collaboratively with teams and helping them find and implement practical ways to become more effective and successful. Evidence-driven builder of organizations with sustainable processes and systems that serve their missions, and include and empower their people. Native Australian and involved NE Portland neighborhood resident since 2004.

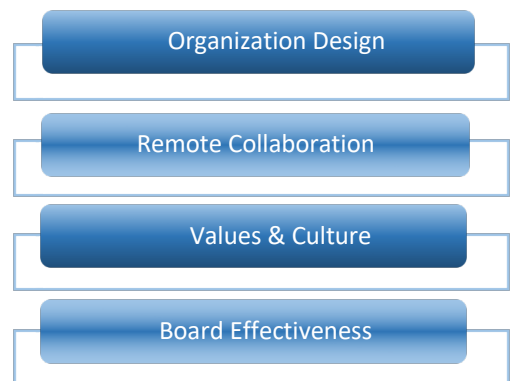
PROFESSIONAL EXPERIENCE

CHIEF OF STAFF / EMBEDDED CONSULTANT

BOMA PROJECT • Portland, OR & Nairobi, Kenya • 2021-2022

BOMA received a \$10MM grant to scale up its successful grant and training entrepreneurship program to move thousands more people out of ultra-poverty. Worked as an embedded consultant to support the CEO and team to mobilize newly developed five-year plan.

- Led a collaborative organization redesign, including development of new executive roles and responsibilities aligned with strategic plan. Developed job descriptions and successfully led recruitment process for four key executive hires in Kenya and the US. Onboarded all new leaders for rapid effectiveness.
- Established an operational plan with clear initiatives, goals, and measurements for the globally distributed leadership team and established quarterly reporting format and meeting cadence, including global annual leadership offsite.
- Redesigned communication processes and productivity tools for effective remote collaboration, establishing global virtual all hands meetings and effective knowledge management via Sharepoint sites. Successfully managed projects remotely from the US, developing strong relationships with local staff.
- Led an organization-wide culture/ project engaging every staff member, including all 250 field staff in remote areas in Kenya, leading to the development of organizational values and also including leadership development for the mainly Kenya-located leadership team of about 25 staff.
- Collaborated with CEO and board chair on a board governance project to evolve the board focus, composition, and operations. Renovated board meetings to increase strategic engagement and to shorten and sharpen meetings. Developed more effective board operational processes including a board liaison role.
- Worked with Kenya technology team to establish a Technology Steering Committee to bring governance, and align technology work and investments with strategic priorities. Brought on CTO to deliver BOMA's first long term technology strategy.

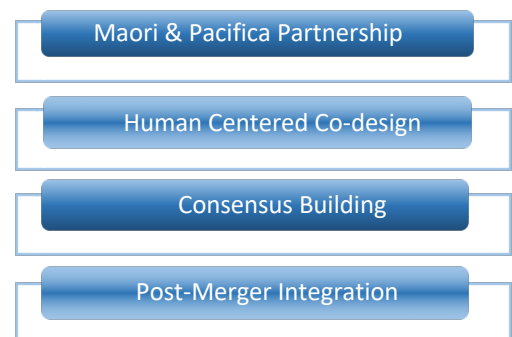


PRINCIPAL ADVISOR

NZ INSTITUTE OF SKILLS AND TECHNOLOGY • Christchurch, NZ • 2019 - 2020

Design phase of merger integration project combining New Zealand's sixteen community colleges and numerous work-based apprentice programs into a single national entity. "Right hand" role to workstream chair, facilitating a human centered co-design process that brought key stakeholders together to develop a target model for the learning products and services to be delivered by the new entity and the target technology model to support their delivery.

- Incorporated Māori cultural norms for collaboration in all meetings, including Māori language elements, forming strong partnerships with Māori collaborators.
- Structured and facilitated a series of human-centered/codesign full day sessions for each workstream, iterating output between sessions and developing the consensus report to the Minister for Education for each workstream.
- Navigated the challenges of facilitating collaboration amongst formerly competitive C-suite level participants throughout the design process.
- Collaborated with the NZ Education Data Chief to develop data dashboards for the new entity, breaking down silos to take a nation-wide, student-centered view.



PUBLIC POLICY TEACHING**PORTLAND STATE UNIVERSITY • Portland, OR • 2015 - 2019**

Taught Policy Analysis in the Executive Masters in Public Administration and Masters in Public Policy Programs at Portland State, an Oregon university ranked as one of the most innovative educational institutions in America by the *US News and World Report*. Significantly increased scores on student satisfaction surveys by utilizing interactive, inclusive, student-centered teaching techniques and a practical, real-world curriculum.

UNIVERSITY OF WASHINGTON • Seattle, OR • 2011 - 2019

Teaching assistant for multiple Masters in Public Administration subjects, including program evaluation, managing organizational performance, policy analysis, and politics and the policy process. Mentored dozens of masters students through projects in these areas.

US & GLOBAL DIRECTOR**NIKE • Portland, OR • 2003 to 2009**

- Developed Nike's \$500MM initial US digital e-retail strategy setting the standard for their e-retail future.
- Led the strategic planning and reporting process for Global Digital Commerce and US Digital Commerce.
- Developed the multi-year account growth targeting and tracking model for the US Sales organization.
- Selected as US GM for \$60MM Nike custom shoe e-retail platform (NIKEiD) at a refocus point in business.

AUSTRALIAN EXPERIENCE**BOSTON CONSULTING GROUP & AUSTRALIAN STATE DEPARTMENT**

Diplomat in the Australian State Department serving in Geneva and Singapore. Project leader at Boston Consulting Group working with many for profit and government organizations. Favorite consulting project - developing the establishing business model for "Australia's Kennedy School", [ANZSOG](#).

BOARD SERVICESECRETARY, BOARD OF DIRECTORS, [CLIMATE SOLUTIONS](#), 2022 – PRESENTBOARD OF DIRECTORS, [REBUILDING CENTER](#), 2018**OTHER COMMUNITY SERVICE**

Enthusiastic STEM education volunteer in diverse inner NE PDX elementary schools. Founder of Sabin K-8 Science Club and after-school coding clubs (Sabin & Vernon). Math coach (Sabin & Tucker Maxon School for the Deaf).

Passionate about finding small, scalable interventions that help people make complex financial and other life decisions that are best for them. Extensive experience with students in Portland high schools as part of PhD research testing policy interventions to help low-income and first-generation college students make college decisions that best meet their goals. Field research experience with unbanked adults seeking to build their credit via credit union membership. Volunteer at University of Washington Dream Project which took UW students to disadvantaged schools the Seattle area to help juniors with their college applications.

HONORS AND AWARDS

FULBRIGHT SCHOLAR

UNIVERSITY MEDAL IN ECONOMICS

AUSTRALIA DAY MEDAL

QUALIFICATIONSPH.D. PUBLIC POLICY • [University of Washington – Evans School of Public Policy and Governance](#)MBA • [University of California, Berkley – Walter Haas School of Business](#)BACHELOR OF ECONOMICS • [The University of Queensland](#)