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Professional Experience

Leadership Outfitters, LLC, Washington, DC & Los Angeles, CA (January 1997 to present)

Co-Founder and Balance Warrior—Designed and implemented a highly interactive leadership development and strategic thinking firm with core principles based on common values and passions. The company has grown from the two founders in 1997 to eight core team members with content experts in Los Angeles, Washington, DC, Boston, Eugene, OR, and Hartford, CT. The organization serves primarily the association management community in addition to selected small businesses and faith-based communities on topics such as strategic planning, organization development, communication, recognition, leadership development, education, and change management.

- Streamlined the accounting process and outsourced selected financial management procedures
- Established new corporate identity to better reflect core values and company mission
- Designed and developed more than 500 interactive results-oriented education experiences for associations

Pepperdine University Graziadio Business School, Malibu, CA (January 2017 to present)

Full-Time Practitioner Faculty — Designing and teaching graduate-level courses on advanced leadership principles and organization design for global, full-time and part-time graduate level students focusing on organization theory, organization behavior, advanced leadership principles, and organization change. Graduate-level courses taught: BSCI 468 Organizational Behavior; BSCI 607 Personal Development for Leadership; OTMT 608 Theories and Models of Organization; BSCI 651 Behavior in Organizations; BSCI 650 Personal and Leadership Development Workshop; and OTMT 670 Advanced Principles of Organizations and Leadership. Created a new GSBM 484 Nonprofit Management elective Course for the Business School highlighting association management as a career path.

American Subcontractors Association; Foundation of the American Subcontractors Association; and Subcontractors Education Trust, Alexandria, Virginia (June 1995 to July 1999)

Executive Director--Oversaw and managed the daily operations of a 7,000-member trade association, an educational foundation and for-profit trust with combined budgets of \$2 million. Primary responsibilities included all revenue centers for the association, foundation and trust; membership development; chapter operations; leadership training; internal/external communications; database management; and marketing.

- Implemented new chapter service approach to support field operations. Received "Pyramid Award of Excellence" from the American Society of Association Executives (ASAE), 1996
- Evaluated communication pieces and implemented a program to send a consistent message, design and format. Received runner-up Award from *Association Trends*, 1996
- Implemented new services program, ASAdvantage, focusing on the business needs for the members

National Association of Home Builders, Washington, D.C. (January 1993 to May 1995)

Senior Director, Membership Marketing--Organized and implemented strategic planning programs and membership development programs for 780 local and state affiliates and special interest groups on marketing and promotion. Responsible for predicting membership development trends from demographic and economic data for the 195,000-member organization. Developed and facilitated interactive programs on marketing, membership, involvement, leadership transition, and volunteer management.

- Increased membership by 28,000 'net' members between 1992 and 1994
- Reorganized \$1 million department budget and returned \$47,000 in 1993 and \$79,000 in 1994
- Developed and facilitated 40+ strategic leadership & membership programs between 1993 and 1995
- Improved affiliate service orders filled from 10-14 days to 48-72 hours

Club Managers Association of America, Alexandria, Virginia (August 1988 to December 1992)

Director, Chapter/Member Services--(promoted May 1, 1991 from Manager, Chapter Services)--Directed the member and chapter services programs of a professional management association with 5,500 members representing 2,800 private clubs, from 49 U.S. and three international chapters. Supervised five employees and a budget of \$1.7 million. Responsible for data base management, market segmentation, Annual Leadership Conference, member insurance programs, student development, membership promotion, membership development/maintenance, and national/chapter relations.

- Launched chapter management/planning program—"Blueprint for Chapter Success"
- Increased student membership growth by 103% in 1991 and total association growth by 43%
- Raised prospective member inquiries by 131% in 1989; 34% in 1990; and 27% in 1991
- Developed and implemented a new monthly newsletter to chapter officers--*Chapter Digest*

Lambda Chi Alpha Educational Foundation, Indianapolis, Indiana (June 1986 to December 1987)

Educational Management Consultant--Established successful management approaches to challenges facing the nation's higher education community. Instructed more than 8,000 university students and administrators on chapter operations: litigation, volunteer management, community service, marketing, and budget preparation. Drafted concise action reports with specific and tangible recommendations after each consultation.

- Designed and facilitated more than 100 individualized workshop programs
- Received second highest performance evaluation out of eight educational consultants from clients
- Outlined and edited a comprehensive manual for college administrators for national distribution

Association Volunteer Involvement

California Society of Association Executives, Sacramento, CA**July 2003 to Present**

- ELEVATE Annual Conference Presenter (2005 – 2007; 2009 – 2013; 2015 – 2018)
- Board of Directors (2007 – 2012); Vice Chair (2007 – 2010); Strategic Planning Facilitator (2012; 2014)
- Business Partner of the Year (2006)
- Professional Development "**Purple Cow Posse**" Committee Chair (2012 – 2013)
- Membership Committee (2003 – 2012); (Chair, 2006; Vice Chair 2005)
- Council Ambassador (2004 to present) & Southern California Regional Council (2006 – 2009)
- Developed and Facilitated "Association Leaders 101" Seminars (2006 to present)
- Regular contributor/writer to *The Executive*—CalSAE's magazine

Greater Washington Society of Association Executives, Washington, DC**January 1989 to 2004**

- Organized and Facilitated Volunteer Leadership Institute (2001 – 2002)
- Developed and Facilitated "Associations 20/20" Seminar (1998 – 2003)
- Fall MarketPlace Committee (1996 – 1997)
- Membership Promotions Committee (1991 – 1994); Chair (1993 – 1994)
- Customer Service Task Force Vice Chair (1994 – 1995)
- New Member Orientation Facilitator (1993 – 1999)

American Society of Association Executives, Washington, DC**January 1989 to Present**

- Great Ideas! Conference Presenter—Colorado Springs (March 2010; March 2012)
- Great Ideas! Conference Presenter—Phoenix/San Diego (February 2005; February 2006)
- Great Ideas! Conference Presenter—Orlando (December 2004; December 2005)
- Marketing Council (1997 – 1999)
- Management and Technology Conferences Advisory Committee (1996 – 1997)
- Membership Section Member (1989 – 1996)
- Education Topic Planning Committee (1990 – 1992)
- Future Leaders Conference (1994)

Community Volunteer Involvement

Lambda Chi Alpha Fraternity, Indianapolis, IN

June 1996 to Present

- Regional and National Leadership Facilitator
- Student Leadership Content Development Team
- Alumni Leadership Advisor Visiting Campuses in Crisis (Master Steward)
- New Staff Training – Facilitation & Presentation Skills; Life Balance Strategies for the Road
- Summer Leadership Conference Facilitator and Content Advisor
- New Advisor Training Facilitator and Content Advisor
- Chapter Membership Review Team on Student Conduct

University of Oregon, Eugene, OR

October 2010 to June 2017

- Appointed by Vice President of Student Affairs to Student Conduct Task Force (2016)
- Fraternity & Sorority Life Retreat Facilitator (2010; 2012)
- Lead Chapter Advisor for Lambda Chi Alpha Fraternity Chapter (2010 – 2015)
- Set-up House Corporation Incorporation and recruited volunteers for the Oregon Lambda Chi Alpha House Corporation (2010)

Metropolitan Community Church, Los Angeles, CA & Washington, DC

May 1996 to Present

- Board Training & Goal Setting
- Volunteer Staff Pastor – Washington DC & Los Angeles, CA
- Communication & Conflict Resolution Programs
- Ministry Volunteer Training & Development Programs

Whitman-Walker Clinic, Washington, DC

September 1988 to May 1996

- Volunteer Education Facilitator
- Crisis Phone Bank

Educational Development

Pepperdine University

Malibu, California

Ed.D. Organization Change

Graduate School of Education & Psychology, 2013

Kansas State University

Manhattan, Kansas

B.S. Journalism & Mass Communications, 1985

Wesley Theological Seminary

Washington, DC

Masters of Divinity, 2003

Ordained Clergy, 2003

George Washington University

Washington, DC

Graduate Work/Not-for-Profit Management, 1988

Pratt Community College – Pratt, KS

Pratt, Kansas

A.A. Social Sciences, Cum Laude, 1983

University of Maryland & ASAE – Wash, DC

College Park, Maryland & Washington, DC

Executive Non-Profit Development Certificate, 1989

U.S. Chamber of Commerce Foundation

Washington, DC

Institute of Organization Management (IOM)

Credential, 2016

