



Executive Consulting, Inc.
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CAREER SUMMARY

A senior executive with over 30 years of successful leadership in high level, line and analytical staff positions in the military, major international management consulting, and multinational industry. Experience in aerospace, transportation, energy, public utilities, municipal government, advanced technology, and state and federal agencies. She has demonstrated special skills in **planning** and **executing major change**, process reengineering, cycle time reduction, continuous flow and lean manufacturing, total quality implementation, high performance work systems, change management, acquisition / divestiture alignment, downsizing, succession planning, executive development, strategic planning, and operations analysis. Her most recent work has been a major restructuring of large and/or merged entities. A high energy, performance-oriented operating leader with unmatched focus on client needs.

EXPERIENCE AND ACCOMPLISHMENTS

EXECUTIVE CONSULTING, INC., Lubbock, Texas

CEO (www.ExecutiveConsultingInc.com)

1994 - Present

Providing executive-level consulting in strategy planning, leadership coaching, and organizational and culture change. Alone and associated with other professionals, providing strategy development and strategy implementation services.

Strategic Analysis

- Market and competitive analysis
- Organizational introspection
- Dynamic Strategic Analysis (Simulations and “War Games”)
- Development of Strategic Context for Change
- Acquisition / Divestiture alignment

Executive Coaching

- One-on-one, business-based coaching
- Leadership team development
- Member, Executive Coaching Network

Organizational Change and Strategy Implementation

- Organizational Integration and Alignment
- Organizational Assessment and Diagnostics
- Process reviews and Reengineering
- Transition Planning and implementation
- Change Management -- Implementation and Beyond

MARSHALL-QUALTEC, Scottsdale, Arizona

Senior Vice President

Feb. 1994 - Aug. 1995

An HR Consulting firm (merger of two companies, Marshall Group, Inc. and Qualtec Quality Services) specializing in supporting organizations in major change.

- **New Business Development.** Responsible for firm-wide new business development and major project execution that resulted in the highest revenue year (by a factor of more than 3) for the Marshall Group.
- **Service Delivery.** Developed, designed, staffed, and directed five major projects all of which exceeded client expectations and accounted for nearly half of the Marshall Group’s total revenue (and more than 75% of its profits). Three involved the design and execution of dynamic strategic analysis
- **Strategy.** Established a Strategic Analysis Practice Area, developed materials, and led client-focused efforts
- **Executive Development.** Established an Executive Development Practice Area including executive coaching, leadership team development, and leadership in transformations.
- **Product Development.** Developed the concept for a new product line -- an on-line Middle Management Coaching process to assist employees and managers in writing development and performance plans. **Also developed tools to translate process improvement into effective organizational design.**

ALLIEDSIGNAL, INC. - AEROSPACE, Torrance, California (now Honeywell)
Major, multinational Aerospace supplier of parts and services.

1992 to 1994

Organization, Staffing & Development (1993 - 1994)

- Responsible for implementing a major corporate restructuring process that took the company from 25 divisions to 5 strategic business units. Also responsible for staffing, including executive staffing, education, training, and development. Directed a network of 60 professionals and their staffs.
- Established sophisticated, system-wide computer database for management resources to streamline and facilitate the talent review and internal staffing processes.
- Oversaw restructuring processes in the merging of divisions and acquisitions / divestitures integrating strategies, operational and business processes, and leadership restaffing.
- Overhauled the Education, Training, and Development architecture for the sector
- Revamped all executive development programs to support a business-based learning organization.
- Reengineered the staffing and executive staffing processes reducing cycle time of Executive Staffing (by 50%) and cost (by 30%).
- Designed and executed one major and two minor simulations for Strategic Planning and Market Development

Operations Analysis & Total Quality (1992-1993)

- Responsible for the actualization of total quality in AlliedSignal Aerospace sector-wide. Introduced and implemented process reengineering in all functions (except Human Resources) and in all business units through the sector. Led a distributed network of 32 TQ coordinators and their staffs.
- Led the effort to shift to high productivity and customer satisfaction through responsiveness, reduced cycle times, improved first pass yields and designed and managed the processes required to support the underlying cultural change to focus on customers' requirements.
- Organized and oversaw the training of all 50,000 employees in the principles of total quality.
- Sponsored more than a thousand employee teams in problem solving which contributed to a turnaround in productivity and responsiveness to customers cited by *Aviation Week & Space Technology* as "World Class" (August 15, 1994).
- Designed and executed four series of war games in support of new business development, new technology development, and strategic planning.

BOOZ, ALLEN & HAMILTON, Arlington, Virginia
Large, multinational management and technology consulting firm.

1986 to 1992

Operations Analysis and Gaming

Led Operations Analysis & Gaming Group. Developed business, staffed, designed work and executed assignments in three general areas: general management coaching / diagnostics, strategic war games / simulations, and program implementation.

- Increased annual revenues of group by more than 100 X with sustained high billability in just over six years. Developed business to task management responsibility for up to 54 professionals.
- Expanded client base from one, government agency in defense to several areas of the Department of Defense, other federal government and major industries.
- Work attributed by clients as pivotal in creating and implementing dramatic changes (both strategic and operational) and major cost savings, including:
 - strategic war games for a major oil company, a major plastics company, and a major aerospace company
 - acquisition strategy planning for a major aerospace company
 - organizational diagnostics for an advanced technologies organization
 - stakeholder analyses and issue definition for major transportation companies
 - strategy gaming of a roll out of a new insurance product for a major credit card business
 - implementation planning for radical changes at a midwestern state university
 - issue gaming and operations diagnostics for a major agency within the Department of Defense

UNITED STATES NAVY

1972 to 1986

EXECUTIVE OFFICER, Navy Recruiting District, St. Louis, Missouri (Commander selectee) (1984-1986)
Responsible for recruiting operations, personnel, budget, training, vehicles and facilities. (Selected for promotion to Commander 3 years early)

SPECIAL ASSISTANT TO THE DIRECTOR OF THE JOINT STAFF (Lieutenant Commander) (1983-1984)
Developed and implemented new agency within the Joint Staff (from paper clips to personnel). Mission of the agency was the implementation of the joint staff's role in resource planning.

CHIEF, NUCLEAR WAR GAMING SECTION, The Joint Staff (Lieutenant Commander) 1982-1983)
Led War gaming staff in overhauling simulation and supporting policy analysis. Mission of section was the conduct of the nation's nuclear war game for the purpose of maintaining and improving our nuclear war plan.

WHITE HOUSE FELLOW - Executive Assistant to Ambassador Kirkpatrick at United Nations (1981-1982). White House Fellows Program is focused on the development of leaders with national perspective. Fellowship involves an aggressive education program (which has been called a "PhD in Leadership"), a full time job working with a member of the President's Cabinet, and the fellowship with others who are committed to national leadership.

RESEARCH ASSISTANT TO THE UNDER SECRETARY OF THE NAVY (Lieutenant Commander) (1980-1981)
Developed a management information system to facilitate the Under Secretary's dealing with budget and policy issues. (Selected for promotion to Lieutenant Commander 3 years early)

ENLISTED PROGRAMS OFFICER, Navy Recruiting Command Chicago (Lieutenant) (1978-1980)
Responsible for all recruiting of enlisted personnel from the Chicago area. Directed efforts of more than 300 recruiters, developed an aggressive operational plan based on market and competitive analysis. Brought the district from last place among the 43 districts to fifth place in just over a year.

NUCLEAR WARFARE ANALYST, Navy Operations Staff, (Lieutenant, Junior Grade) (1975-1978).
Provided systems analysis of all programs related to strategic and tactical nuclear warfare for the Navy. Established a volunteer "Horizons" program for junior officers to meet with senior, more experienced officers to discuss opportunities in the Navy in informal settings.

OPERATIONS ANALYST, Joint Strategic Target Planning Staff, Offutt AFB, Ne (Ensign) (1972-1975)
Part of the team responsible for updating and improving the nuclear war plan for the strategic forces of the United States. This involved the operational planning and coordination of the attack plans for submarine-launched ballistic missiles, intercontinental ballistic missiles and bomber-delivered weapons.

LAUREL JUNIOR/SENIOR HIGH SCHOOLS, Laurel, Indiana
Teacher, Math and Physics

1970 to 1972

EDUCATION / HONORS

Bachelor of Science, Physics - St. Mary's College, Notre Dame, Indiana	1970
White House Fellow , U.S. Mission to the United Nations, Executive Assistant to Ambassador Jeane Kirkpatrick	1981
White House Fellow Presidential Commissioner	1988
President, White House Fellows Alumni Association	1988
Arizona Business Woman of the Year	2001
Golden Gavel Leadership Award	2003
Belizean Grove	2005 - Present