

CAPABILITIES

WHAT I DO

Develop & Deploy a Vision: long-term vision linked to company strategy; align structure, people, and processes to execute

Achieve Through People: allocate and prioritize work; recruit and develop the right skills; develop future leaders; actively coach; communicate effectively; collaborate across the Leadership Team

Drive Performance: develop challenging performance targets; hold people accountable; develop plans for sustainable value; drive results

Lead Change & Engagement: build the business case for change; build an engaged, agile organization; lead change with clarity and conviction; foster a culture of improvement

Relationships & Partnerships: keep the organization and members/clients informed; work across cultures; build strategic external partnerships

EXPERIENCE

WHAT I'VE DONE

Functions: worked within or managed different functions; demonstrated technical excellence; commitment to continuous learning

Accountability & Delivery: met challenging targets and budgets; led change; led cross-functional groups; effective project management

Internal & External Organization: effective with external members/clients; involved in the community

PERSONAL ATTRIBUTES

WHO I AM

Emotional Intelligence: connect across all levels; create environments of open discussion; balance humility and confidence

Professional Disposition: approachable; builds trust; acts as a role model; customer focused

Drive to Achieve: challenges self and department toward higher performance; anticipates the environment; sees the big picture

Ownership & Integrity: takes responsibility for organizational performance; publicly supports company decisions; creates accountability at all levels

KNOWLEDGE

WHAT I KNOW

The Organization: how our organization delivers value and makes money; cross-functional resources; broader performance

Key Business Processes: strategic planning; financial planning; org planning; operations; process improvement; employment policies

The World Outside Our Organization: the business community served; competitors and their impact; regulatory environment; industry trends