

**Summary** A very capable consultant, David is known for his ability to build high-performance teams and workgroups through executive retreats, focus groups, offsite meetings and project launch sessions. Clients also benefit from his extensive experience in change management, managing distributed teams and work groups, and coordinating complex programs and projects.



David has special expertise in using electronic meeting systems to conduct virtual meetings, as well as excellent problem solving, negotiating, team building and change management skills. He has successfully facilitated dozens of group sessions for our Assessment methodology.

**Consulting Areas**

- Strategic Planning
- Change Management
- Facilitation Training
- Business Alignment
- Project Management
- Process Improvement

**Expertise**

- Change Management
- Team Building
- Stakeholder Management
- Stakeholder Communications
- Process Improvement

**Industry Verticals Served**

Energy, High Tech, Health, Government, Non-Profit

**Representative Experiences**

- **Project Management** - Led a series of project design and framing sessions for Chevron's Energy Technology Company, Downstream HR and Corporate Workforce Development teams. Projects were multi-million dollars in scope and included significant international representation.
- **Focus Groups** – Designed and facilitated a series of focus groups with Bersin and Associates to evaluate the status of Chevron's Talent Management program. Focus groups were managed virtually and included senior management from Chevron's international organization. Results were used in the design of a multi-million dollar project to improve Chevron's Talent Management program.
- **Strategic Planning** – Designed and facilitated an organizational design and strategic planning process for the CIO and staff of Blue Cross of Pennsylvania as they embarked on a new venture.
- **Offsite Meetings** – Manage and facilitate a semi-annual conference for the U.S. Center for Medicare & Medicaid Services. Typical attendance is 200-250 senior managers. Services include meeting / hotel logistics management, speaker preparation, registration management, technical setup of MeetingSphere and kiosks, and facilitation of the three-day event.

**Recent Clients**

Altisource, Digilens, Freedom Financial Services, Juul, Rambus, U.S. Center for Medicare & Medicaid Services, YMCA of Silicon Valley

**Past Employers**

Hewlett-Packard, Gartner, Productive Teamwork

**Education, Training & Certifications**

BA, Business Administration, Michigan State University  
Continuous Improvement Class, Center for Quality Management, Cambridge, MA  
Advanced Skills Program, Group Systems University, Tucson, AZ  
The Effective Facilitator Course, Leadership Strategies, Atlanta, GA

Member, Board of Directors, Barbershop Harmony Society, 2016-2019