

David Wick

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Resume

Summary of Qualifications

Over 30 years of Leadership and Change Management implementation, including executive program development and management development at national and international levels. Mastery in training delivery and team development. Experience in consulting from program vision, to strategic plan, to successful implementation to maximize Return On Investment. Expertise in initiating, managing and training for large systems programs. Provide employee development programs resulting in greater resiliency and higher productivity. Publications and information dissemination experience.

Areas of effectiveness

- Needs Assessment & Evaluation
- Executive Program Development
- Organizational Change Consulting
- Training Expertise
- Facilitation, Group Processes
- Organizational Learning
- Performance Appraisal Process
- International Relations & Communication
- Leadership Development

Selected Accomplishments

Organizational Development and Facilitation

- Team development and group facilitation toward effective functioning and strategic goals.
- Provide organization development consultation across various departments and functions which included reorganization to strategic planning.
- Assist identifying critical issues and developing strategic plans for change.
- Special skills in facilitating highly sensitive communications and resolving complex situations and issues.
- Talent in developing group trust, and working with needs, barriers, and opportunities for group or unit advancement.
- Develop and implement performance appraisal process with positive system wide impact.

Coaching / Mentoring and Relational Services

- Develop “leaders at all levels”, building individual leadership strengths and capabilities of workforce.
- Strategic executive coaching, management of premier international executive development program and resource guide.
- Collaborate with Human Resources in conflict resolution and communication skills; improve quality of communication between staff and management to arrive at goal attainment.
- Supervisory level crisis management, resulting in quick recovery and effective management action.

Training / Design, Delivery, and Evaluation

- Needs assessment, planning and development of internal/external resources.
- Proven history in developing national and international level training programs which included delivery in France, Spain, Hong Kong and Canada.
- Strategic training planning for system-wide, high impact programs.
- Manage custom designed learning interventions for intact teams/organizations.

- Develop emerging leaders through practical applications and experiential leadership training, resulting in personal and professional influence and accountability.
- Methods include needs assessments, performance-based objectives and measurable results, training evaluations to improve work place behavior and workforce adaptability.
- Utilize distance learning, web based training and develop online communities of practice.

Leadership / Field Management

- Manage and implement premier international corporate leadership program in Spain and USA
- Lead, design, and manage groundbreaking, award-winning "Mini MBA" program, first of its kind in Silicon Valley for fast-track international leaders.
- Provide leadership in enterprise wide initiative for knowledge sharing and knowledge management.
- Organize and implement unique leadership program which was the leading edge for a national association.
- Maintain Business Operations; able to manage multiple projects simultaneously.

Professional History

Vice President – Silver Light International, Ashland, OR

4/2008 – Present

Provide creative expertise in leadership development and international relations:

-Planning, organizing and conducting ongoing government, cultural and business exchanges between southern Oregon and China via 2010 and 2011 Southern Oregon—China Tourism, Business and Education Conferences www.socc-ofssa.com.

- Co-create leadership and organizational development programs to master the art of "Speedshifting to the New Gold Standard", knowing what to change and how to change quickly, by applying Olympian Thinking(TM), the three elements required for sustained high performance. Business programs developed with Olympian/Peak Performance Expert, Marilyn King www.trainingfor2012.com.

Adjunct Professor, Master In Management Program, School of Business, Southern Oregon University, Ashland, OR

4/2009 – 4/2010

Instruct the Leaders Growth Series course to graduate and undergraduate students and interface with the Southern Oregon business community. Co-instruct with colleagues from Real Life Training Group. www.sou.edu/news/news038.html

Managing Director - TBL 21 (Triple Bottom Line for the 21st Century), Ashland OR,

3/1985 – Present

Initiate the TBL 21 framework which provides triple bottom line leadership development, sustainability solutions, innovation and connection for business through education, resources, guidance, promotion and local business networks. Co-created and spun off the Southern Oregon Sustainability Business Network. TBL21 is Phase 3 of PeaceBuilding Through Business, a program of Pathways To Peace www.tbl21.com .

Senior Associate – Real Life Training Group, Ashland OR

5/2008 – 1/2010

Provide training, coaching, and marketing for the Leaders Growth Series course. Engage in planning and development assistance in applications for federal programs in facilitation, leadership development, and training programs. www.reallifetraininggroup.com/home

Publisher – Silver Light Publications, Inc. Ashland, OR**6/2003 – Present**

Silver Light Publications: **A Bold Voice** - We publish literary art that advocates, provokes and inspires positive change in seeking truth and compassion. We are also a publishing consultancy. www.silverlightpub.com

- First book wins three national awards – *The Golden Mountain: Beyond the American Dream*
- Second book wins national Freedom Fighter Award – *What Do You See?*
- First four books become textbooks in Colleges and Universities
- Achieve national and international distribution status
- Create and coordinate national promotional campaigns
- Major US organizer for World Book Day, 2006
- *America & China: A View From the Bridge*, Committee of 100 Annual Conference, Mentor Program Support, San Francisco, 2006

Principal - DRW International, San Mateo, CA and Ashland, OR**10/2000 to 2/2003**

Through cooperative and integrative processes assist the highest and best in people, their organizations, and the world around them, to become the most effective and capable in creating, economic well being, and fulfillment of purpose. www.peacebuilding.com

- European Foundation for Management Development, create eLearning Expedition in Brussels, Belgium and throughout Europe.
- Co-Creator of PeaceBuilding.com and PeaceBuilding Through Business initiative
- Guide development of Brazilian Advertising Association Business Prize of Peace
- Co-Initiator of Rogue Valley Wisdom Councils, Jackson County, OR

Senior Management - Executive Consultant and Trainer, SunU, Sun Microsystems, Mountain View, CA**3/1990 to 10/2000**

- Co-develop and implement Behavior Based Interviewing program
- Create and manage groundbreaking, award-winning "Mini MBA" program
- Manage intranet website development for critical Java Migration Knowledge Management project;
- Manage, develop and conduct broad range of management training programs;
- Strategic executive coaching, management of Sun's premier international executive development program and resource guide
- Manage Enterprise-wide Quality Training;
- Manage custom designed learning interventions for intact teams/organizations;
- Localize and globalize management programs;
- Facilitate planning and development of organizational change project;
- Initiate and manage planning and implementation for corporate "organizational learning" project;
- Conduct needs assessments for corporate clients resulting in customized program development;
- Responsible for technological and satellite learning initiatives;
- Course manage software development inspection programs for quality needs;
- Consult to major co-location and security information protection initiatives;
- Creative use of intranet and web based solutions.

Staff Development Consultant and Instructor, Stanford University, Palo Alto, CA**1/1983 to 11/1989**

- Provided organization development consultation across various departments (from reorganization to strategic planning);
- Planned, created and implemented the University service development program;
- Managed creation of custom-design Supervisory Training Program;

- Created foundation for a University-wide management training system (mid & upper management);
- Conducted executive coaching;
- Developed and conducted Staff Development programs e.g. managing change, meeting management, working with conflict etc.;
- Developed first University-wide direction on performance appraisal;
- Managed work simplification project as Quality, Service, Productivity (QSP) Associate;
- Facilitated retreats with an emphasis on team building.
- Conducted training of hiring, interviewing and retention program

Management Development Specialist, Levi Strauss & Co., San Francisco, CA**12/1979 to 12/1982**

- Coordinated, and conducted corporate-wide policy workshops e.g. sexual harassment;
- Conducted management/supervisory development programs;
- Conducted interviewing and hiring program training;
- Evaluated program effectiveness and instituted improvements;
- Consulted with managers on organizational problem solving;
- Designed and managed corporate community affairs programs; pioneered creation of "quiet rooms" in new Levi Plaza.

Founder and Director, Youth Services, Santa Cruz, CA**12/1973 to 7/1976**

Created youth services organization; developed and marketed the concept and secured funding for a two city program; managed and developed a professional staff of 8 and 30 volunteers; positive impact on hundreds of young people and families, primary alternative to juvenile justice system. Youth Services now serve over 1500 clients per year with a 3.2 million dollar budget.

Education

Graduate Studies, Public Service Administration, University of San Francisco, 1979
M.A. Communications (ABT), San Jose State University, 1971
B.A. Psychology, University of Arizona, 1968

Training/Certifications

Creating High Performance@Sun, Forum Corp. & Sun Microsystems
Understanding Change and Managing Transition, Catalyst
Exceptional Management Practices, Forum Corp.
Frontline Leadership, Zenger-Miller
Supervision, Zenger-Miller
Managing Interpersonal Relationships, Wilson Learning
"Council" groupware, computer driven decision making
Behavioral Interviewing, Paul Green & Assoc.
Targeted Selection Interviewing, DDI
Behavior Based Employment Interviewing, Del Still
Organization Planning Process - Sun Microsystems Certification
Career Architect Process - Sun Microsystems Certification
Clark Wilson Assessment/Feedback Instrument - Sun Microsystems Certification

Professional Memberships and Associations

American Society of Training & Development, Vice President; National Executive Council on Education.
Bay Area Organization Development Network.

Faculty Member, University of California, Berkeley Extension.

Board of Advisors for Organizational Management and Leadership Program - JFK University.

Co-founder, Organization and Societal Transformation Special Interest Group, ASTD

Chairman, Community Involvement Team, Levi Strauss

Presenter, local and national professional conferences

Independent consultant to business and industry

Invited facilitator for conference at the United Nations for Pathways To Peace, an international UN NGO

Co-founder of Peace Within Organizations through a symposium at Stanford University

Advisor and Faculty member, Organization Development & Transformation - California Institute of Integral Studies.

Organizer/facilitator of international five year "PeaceBuilding Inquiry for the 21st Century" 1995 - 2000. Advisor to Mexican Government.

Fraternal Membership

Sigma Alpha Epsilon Fraternity, Arizona Alpha, University of Arizona
BPOE, Elks Lodge 944, Ashland, Oregon

Awards/Honors

Creativity and Achievement Academy Award, Sun Microsystems
for first-of-its-kind in the Silicon Valley, Mini-MBA Program. 1967

Four National Independent Publisher book awards, 2005, 2006

Publications

Peace Within Organizations. Bay Area Organization Development Network Journal, October, 1989.

BAODN Helps the United Nations, Bay Area Organization Development Network Journal, December, 1990.

Presentations (a partial list):

Creating Value Through Knowledge Management, San Francisco, CA · 2/20-21/97

Change as Opportunity - Knowledge Management, Special Libraries Association, Seattle, Washington · 6/7/97

Advancing Org. Capability Via Knowledge Management; Los Angeles, CA · 9/29-30/97

Corporate Innovation Via Knowledge Management New York, NY · 4/1-2/98

Spirituality At Work: New Values and Productivity for the 21st Century; Washington DC · 6/27-28/98

Corp Obj - Innovative Knowledge Management Toronto, Canada · 10/6-8/98

The Impact of Knowledge Mgmt, ASTD Silicon Valley · 3/9/99

Thought Leaders Gatherings, San Francisco and Palo Alto · 1/2000 - 2/2003

The Seven Rotary Pathways To Peace Plus One, San Rafael Rotary Club · 9/16/02

The Presidio Dialogue, San Francisco and Santa Cruz · 1/2002-7/2003

The Forum on Business, Peace and Sustainability: Building A Positive Human Future · 5/3/03

On the Brink of Peace: The Pivotal Role of Business and What You Can Do Now –TPD · 5/21/03

Ethics, Inspiration and the Bottom Line conference "Sustainability, Leadership and the Role of Business in the 21st Century", San Francisco · 6/9/03

"PeaceBuilding Through Business: A World View Shift", Unite for Peace Conference, Southern Oregon University, Ashland, OR - 3/1/08

"The Shift is on!" and "The Ways To China", Oregon Institute of Technology, Klamath Falls - 10/6-7/11