

SANDYE BROWN

EXECUTIVE SUMMARY

Highly collaborative, results oriented professional with exceptional relationship-building and communication skills. Executive coach proficient in facilitating contentious situations, mobilizing commitment and accessing leadership potential in people at all organizational levels. Over seventeen years of accomplishments helping companies lead, implement and sustain change through shifting cultural mindsets and building collaborative work environments linked to business objectives.

WIDE AWAKE, INC.

2917 Washington Street, Suite 103
Vancouver, Washington
(360) 695-6607

1999-Present

President

Founder of company providing consulting, training, coaching and speaking services for personal and professional development. Specialty focus on developing coaching cultures within organizations, training, developing and coaching internal consultants and unleashing purpose, passion and contribution within individuals. Primary business clients have included: The Gardner School, The Blood Center of Southeastern Wisconsin, Central DuPage Hospital (Illinois), the Milwaukee Public Schools, Harley-Davidson Motor Company and Cardinal Stritch University,

Current 2006 projects include:

Adjunct Professor, Cardinal Stritch University: Master Coach and Instructor for the Professional Coaching for Leaders Program: Levels I - III

Master Coach and Trainer for The Philanthropy Incubator Project – Legacy Building in Communities of Color. The purpose of this project is to increase strategic philanthropy and leadership in Metropolitan Milwaukee communities of color.

CSC INDEX COMPANY

The DiBianca-Berkman Group, Inc.
Vancouver, Washington

1992-1998

Computer Sciences Corporation
Corporate Headquarters
2100 East Grand Avenue
El Segundo, CA 90245
(310) 615-0311

Senior Consultant

Primary clients: Sears, Hughes Space and Communications, GE Capital, Allstate. Consultant and executive coach working with executives, senior leaders and teams to accelerate development and implementation of

corporate/divisional visions, key strategies and culture change. Developer of leaders and teams; focused on building organizational commitment and leadership capabilities to drive and sustain change.

- Transformed twelve senior managers into cohesive team of internal coaches for retail organization committed to company/industry reinvention and high-performance culture. Team designed and pioneered major process reengineering initiative successfully implemented throughout company.
- Coached divisional senior team of major communications organization on development of shared vision and aligned strategic direction. As gap in cultural values and perspective was bridged, team successfully implemented several cost reduction initiatives resulting in cost savings of \$25 million.
- Facilitated 1500-employee mobilization process for transportation organization. Mobilization process, designed to directly engage commitment and thinking of all employees, established foundation for large scale reengineering initiative. Achieved significant increased earnings and cost savings; growing commitment and leadership actions at all levels of organization.
- Created foundation for sustainable high performance work culture with insurance organization. Designed and delivered high performance team training for audience of 150 people comprising ten teams. Developed team of internal change agents that successfully designed and delivered change interventions throughout organization.
- Created high performance team program design and delivery materials acknowledged by client as great accomplishment, successfully completing consulting firm's twelve-year engagement.

THE GARDNER SCHOOL,
16413 NE 50th Avenue
Vancouver, Washington 98686
(360) 574-5752

1998-1999
Director: Virginia Morse
Hours Worked: 10 - 15

President, Board of Trustees, Volunteer Position

Charged with responsibility for leading restructure of four-year-old small independent school and ensuring future viability. Years of administrative inexperience and lack of internal infrastructure resulted in mounting tensions and dissatisfaction within and between parents, teachers and administration. Results accomplished included success in the following areas:

- designing and implementing communication plans to inform and enroll people in future vision
- designing one-on-one and group forums to constructively channel contention and garner stakeholder input and alignment
- utilizing open communication models to stem mid-year turnover and engage teachers in solution-oriented dialogue
- implementing transitional support infrastructure designed by teachers
- installing interim principal able to fulfill requirements of all stakeholder groups

ROLLINS BURDICK HUNTER OF OREGON, INC.

1985-1992

Pacwest Center 1211 SW Fifth Avenue, Suite 600
Portland, Oregon 97204-3799
(503) 224-9700

Information Systems Coordinator

Key technology leader directing all information system activities for mid-sized insurance brokerage firm with 100-user population.

- Facilitated major system conversion resulting in productivity gains and increased ability to serve customers effectively.
- Designed training and incentive programs, accelerating user acceptance and adoption of new systems and protocols.
- Created and facilitated user group, educating users and fostering collaborative forums geared to solving key user problems.

WERNER ERHARD AND ASSOCIATES

1981-1983

Now Known as: Landmark Education
150-160 Mount Vernon Street
Suite 504 Boston, MA 02125
(617) 822-3100

Graduate Programs Manager

Managed the enrollment and administrative activities of various personal development seminars. Recruited, trained, supervised and coached more than 75 volunteer team members on various teams.

- With a team of 60 volunteers, enrolled 540 people by phone in nine weeks into various seminars, ranking second out of 26 offices participating in the campaign nationally.

EDUCATION

Diploma	Northfield School for Girls Northfield, Massachusetts
BA	York College, Jamaica, New York Economics and Psychology, Cum Laude
Graduate	New Ventures West, San Francisco, CA Professional Coaches Course

PUBLICATIONS

The Inspired Journey: A Woman's Blueprint for Spirit Filled Living (2005), Sandye Brown and Alexis Mason.
Bloomington, IN: Author House

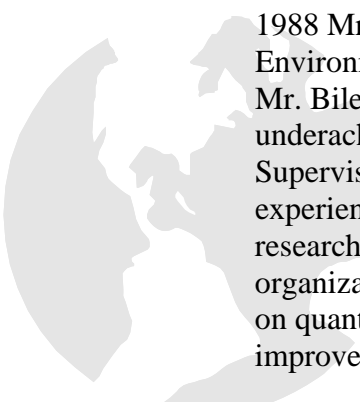


Management Solutions

Stan Biles

Stan Biles is the principal consultant of Management Solutions, a firm that specializes in rapid performance improvements for organizations of all sizes.

Mr. Biles worked for twenty-four years in Executive Management positions with state and local government agencies. During this time he utilized various tools and strategies to reduce costs and improve measurable performance in a public setting.



From 1977 through 1982 Mr. Biles worked for Lane County Government. He led efforts at reorganization and streamlining as the County CEO. From 1982 through 1988 Mr. Biles served as the Assistant Director of the Oregon State Department of Environmental Quality. While implementing Oregon's environmental regulations, Mr. Biles assumed responsibility for and transformed several of the Departments' underachieving programs. From 1988 through 2001 Mr. Biles served as the Deputy Supervisor of the Washington State Department of Natural Resources. During this experience Mr. Biles administered land acquisition, forest fire fighting, geologic research, tidelands, and many internal management divisions. He initiated organizational and performance improvements in each division. Using an emphasis on quantifiable performance measures he was able to initiate and institutionalize improvements that simultaneously bolstered performance and employee morale.

Mr. Biles' recent clients have included the North Slope Borough, based in Point Barrow, Alaska, Lane County Government, Eugene, Oregon, the Lane Council of Governments, the Oregon Business Association, The Washington Secretary of State's Office, and the Washington State Employees Credit Union. For the Borough government Mr. Biles has worked to enhance performance during a time of declining resources. He has rewritten mission statements, conducted training on and drafted performance measures, launched breakthrough teams of employees that have achieved in excess of \$1,000,000 in efficiency improvements, drafted a master plan for performance improvement and a communications plan to engage elected officials and their constituents in the change effort and facilitated meetings of elected local officials. For Lane County Mr. Biles facilitated revisions to the County budget development process, and the establishment of organizational goals, strategic objectives, and work plans to accomplish both. For the Lane Council of Governments Mr. Biles facilitated a meeting of the twenty-five member Board of Directors to set goals, priorities, and action steps for 2005-2007. For the Oregon Business Association Mr. Biles conducted an organizational analysis including organizational and human resource recommendations to improve organizational performance and facilitated a meeting of the Board of Directors to develop an

implementation plan. Mr. Biles has recently launched two employee teams in the Washington Secretary of State's Elections Office to develop plans to implement new initiatives and innovations. Mr. Biles has also launched four employee teams to identify and achieve significant and measurable performance improvements within the Washington State Employees Credit Union within ten weeks of launch.

Mr. Biles has promoted collaborative labor-management work for years. Previously, he has served as a public agency Chief Executive Officer and has been a member of a public employee union, AFSCME. Recently, Mr. Biles facilitated an unprecedented labor/management contract bargaining session between Lane County Government and AFSCME. In two days of facilitated negotiations both parties reached agreement on a three-year compensation package and contract amendments.

In 1997 Mr. Biles was elected to the City Council of Olympia, Washington the state capital. In 1999 Mr. Biles was elected as Mayor of Olympia, Washington.

Mr. Biles brings a diverse background of public and private sector experience to a client. Sustained performance improvement through a series of rapid, and measurable initiatives in a public setting is the cornerstone of his experience. As an elected official with more than thirty years of work experience with elected officials, Mr. Biles offers clients management skills with the unique perspective of political experience.

In 2003 Mr. Biles relocated to his home state and now lives near Blue River, Oregon.

Non-professional interests include, international travel with his wife Janet, fishing, University of Oregon athletics, reading, backpacking, and classic automobiles.