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Business Adviser & Strategist with 30 Years Experience

ASSIGNMENTS

We serve as confidential advisors to boards, owners, CEOs, and top management of privately held companies and family businesses in numerous industries including food industry companies, agribusinesses, cooperatives, Alaska Native Corporations, as well as cities and tribes throughout Alaska. Our clients include startups to billion dollar enterprises. Often we are retained to strengthen the board and CEO partnership; train directors on their duties and responsibilities; for resolving conflict in and outside the boardroom; for executive coaching; team building, and succession planning; to facilitate creation of strategic initiatives and to install our One Page Business Planning and Performance System®; to search for and facilitate selection of senior executives; and to advise on compensating and retaining top management and directors.

SPECIALTIES

- Strategic Planning
- Market Positioning
- Financial Management
- Mergers and Acquisitions
- Organization Structure
- Incentive Compensation
- Corporate Governance
- Management Succession
- Leadership Style Assessments
- Team Building
- Leadership Training
- Conflict Resolution
- Management Recruitment
- Executive & Personal Coaching

CLIENTS

Our clients have impeccable ethics and integrity; are entrepreneurial, visionary, creative, innovative, progressive, and put their ideas into motion. **THEY EXPECT US TO PROVIDE STRAIGHT TALK – NOT FLUFF**

Chief Executive Officer

Former CEO of a privately held \$26 million Retail print & photocopy business with 11 branches.

Chief Financial Officer – Kinko's, Inc.

Senior level financial leader of International Retail chain with 1180 branches in 7 countries. Full financial responsibility for a \$2.1 billion company including

- Budgeting & Forecasting, Treasury Management
- Merger & Acquisition planning & reporting
- Financial Statement preparation, Tax & Audit management
- Security, Insurance, Compliance reporting
- Financial systems planning & automation
- Branch Manager financial training

VP of National Operations, Purchasing and Real Estate – Kinko's, Inc.

Senior team member reporting to the CEO with complete responsibility for Operational management and training of 12 regional managers
Purchasing responsibility for 11 PA's and 1.1 billion spend
Full planning and accountability for worldwide retail branch growth
Including Site selection, Legal, Design Construction, and Opening

Business Startups

Participated in C-level management of 3 successful technology startups. Led the teams from initial planning to VC introductions and financing.

Mergers & Acquisitions

Facilitated merger and acquisition transactions for over 50 entities. Assembled merger teams of bankers, attorneys, and accountants. Managed Due Diligence team for IPO of \$ 2.1 billion company (Kinko's sold to FedEx).

Team Building & Executive Coaching

Engaged as a personal/ executive coach/ advisor/confidant to numerous senior executives and mid-level managers. Assignments ranged from improving communication and leadership skills to resolving conflict in the workplace to strengthening management decision-making abilities.

Board of Directors Experience

Chairman of the Board for the Jane Goodall Institute with leadership and strategic planning responsibility of a 19 million non-profit