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Turnaround

Moving underperforming groups and traumatized organizations to their business potential.

Leadership

Maturing organizational performance and surfacing future leaders for impact and opportunity.

Technology

A career filled with solving business problems for technology-oriented companies.

Professional Journey

- Captain - USMC,
- Director of IT - Nike
- Director of IT - Sequent
- Software startup
- Consulting startup
- VP of IT - CorVel
- CEO Captus5
- Founder Leaders247

Unique Perspective

- People
- Teams
- Organizations

Trained by great organizations like the Marines, Nike, and formally educated in leadership holding a Doctorate from George Fox University.

Focused on helping tactical and strategic leaders pivot quickly for real and measurable business-results.

Experienced in diverse cultures and industries solving a wide variety of business problems.

Author

Professor

Sports Coach

Businessperson

Case 1: Organizational Turn-Around

VP of IT Operations for a fast moving healthcare bill review company. Led transformation to a world-class enterprise IT division that was able to accelerate service delivery resulting in 3-2 stock split. Crafted leadership development pipelines. Developed strategy and executed plans. Scaled business infrastructure for 10x growth.

Case 2: Performance Management

Developed software and processes for responsive team and leader feedback giving organizations a nimble edge with people development while simultaneously driving bottom-line business performance.

Case 3: Leading Large-Scale Organizational Transformation

Nike Director of IT - Americas. Led senior IT management through a strategic business realignment that resulted in IT capacity growth critical to Nike's \$4b - \$9b revenue burst. Responsible for implementing the resulting large-scale work definition changes in business operations over a few short months for a \$300m IT operation.

Case 4: Enterprise Strategy and Execution

Led planning-to-execution transformation for a 1,000 person IT organization. Re-routed existing plan-execution processes to a strategic orientation. Led 40 senior IT leaders through the process of strategy, collaboration, and execution alignment with core business functions in large multinational non-profit. Resulted in ability to scale growth on a flat IT cost curve.

Case 5: Fast Growth and MVP

Led a 30+ person Marine Corps recruiting district in the Western region. Transformed from last to first by combining operations management with leadership development. Exceeded complex requirements by smoothing out the supply chain for delivery of over 1,000 new Marines a year through military training pipeline.

History

Captus5 LLC (2008 - Present)

Founder Leaders247 (www.leaders247.com)

- Management and leadership training for a modern era of high-impact, high-energy, and fast-moving talent.
- Programs teach how to avoid the costly mistakes of inexperienced or old-style leadership methods while developing future leaders well before they are called into action.

Owner Captus5 Consulting (www.captus5.com)

Transformational change and turnarounds. Clients are typically paralyzed and I help dig them out. I drive sustainable change by leveraging organic talent and capabilities.

- Large multi-national non profit IT strategic planning and execution model revamped for faster delivery, tighter business alignment, and stronger more transparent governance.
- Avraham Y. Goldratt Institute. Led the design, development, and implementation of supply chain buffer management software to serve department of defense (Navy and Marines) clients. Unique, patent-pending software uses a one-number prioritization algorithm to set priorities, increase throughput for the supply chain and manufacturing processes, and adjust schedules for planned and unplanned variability. Produced a 20% increase in throughput immediately resulting in millions of dollars of additional revenue.
- Developed and licensed team review software – a mobile application for leaders to improve team performance.
- Design and teach numerous university courses on topics on leadership, strategy, operations management, human resources, and ethics.

CorVel (2002 - 2008)

Vice President, Information Technology Operations

Healthcare services provider specializing in bill review and claims management. Revived a fragmented IT organization that could not keep up with business growth. Led business transformation so that IT became a strategic advantage. Results contributed to a 3-2 stock split.

- Merged 150 independent offices into a single operation reducing \$2.5m in annual bottom-line expense.
- Established enterprise vendor processes and negotiated multiple savings of \$4m or more with each major vendor.
- Developed 24x7 operations with failover in multiple regional data centers.
- Relocated 2 complex data centers without a single outage.
- Established enterprise change process averaging over 1,500 data center changes annually without major outage.
- Implemented HR planning and succession strategies.

Whitehead & Associates (1999 - 2002)

Launched two startups, involved in securing \$28m in venture capital, drove first revenues by obtaining strategic clients (Nike, BC Hydro, Nordstrom, LSI Logic, State of Oregon).

Sequent Computers (1997 - 1999)

Director of IT for the Sales Division. Integrated IT leadership skills into the sales business shaving \$8m in bottom-line costs and helping obtain a \$50m new revenue channel.

Nike (1995 - 1997)

Director of IT for Nike Americas, responsible for all of South America and Canada IT operations. Led strategic business alignment resulting in \$23m of new IT capacity and helped manage \$70m in corporate IT projects. Led global IT leadership team through business alignment transformation. Implemented world-wide communication technologies that fueled rapid global product growth during a revenue run from \$4b to \$9b.

USMC (1982 - 1995)

Rose through the ranks from Private to Captain with numerous awards. Desert Storm veteran.