

**Jane E. Flaherty**  
6/7/2019

Dear Sound FC Nominating Committee,

I am writing to you today to express my interest in serving as a Director-at-Large on the Sound FC Board of Directors. I understand you are looking for individuals who are strategic thinkers, creative problem solvers and collaborative leaders and teammates. Nominees with experience building organizations, cultivating relationships with diverse stakeholders and fundraising in a nonprofit environment are ideally sought. I believe my skills, knowledge and experience make me a great fit for this role.

I am an organizational development professional who has spent a significant part of her career working for and with not-for-profit organizations. I specialize in being an inclusive leader who focuses on strategic planning, leadership development, teambuilding and goal setting. I am a skilled facilitator who thinks through what questions to ask to create deep and meaningful conversations that get to root causes and needs and builds consensus on future plans and strategies. I work to create environments that increase engagement and foster accountability. I am very passionate about working with youth and helping them fulfill their potential.

Over the years, I have given back to my community through the various volunteer positions I have held. One such example is being on the Board of Directors for the Wellington Elementary PTA for five years. During that time, I provided thought leadership, business acumen and hands-on work that greatly expanded new program offerings, increased student participation and funded new initiatives. As part of that work, I transformed the fundraising strategy; creating new events, streamlining existing ones, increasing community engagement and exceeding operating needs during my entire tenure. My work was recognized with a prestigious Washington State PTA Honorary Life Membership and a Golden Acorn award.

My daughter, Emma, is on the G06A team. She began her soccer career playing at Scott's Soccer Tots at age 3 and has played for NYSA Rec, NSC Select, and FCA, Surf and Sound FC Premier Clubs. I was the team manager for her Surf G06B and NSC Select G06B teams.

Playing team sports was a big part of my childhood. I played on the basketball team (8 years); swam on both summer and school swim teams (8 years) and played volleyball (2 years). Through these experiences, I established lifelong friendships, developed skills as both a leader and a follower, and as my Dad used to say "built a lot of character" as I learned how to deal with successes and disappointments both on and off the court / in and out of the pool.

I'd like to thank you for considering me for this role. I feel my passion, background and experience will enable me to make a significant contribution in this capacity. I believe in the direction Sound FC is taking and want to help take the Club to the next level.

Sincerely,

*Jane E. Flaherty*

**SKILLS**

**Organization Development**

Leadership development, coaching, and mentoring; performance metrics; team building and collaboration; consensus building; employee engagement and accountability; conflict mediation; project development and management; training / meeting planning and facilitation utilizing best practices and customer-centric methodologies.

**Strategic Planning**

Needs and strength analysis; opportunity identification; goal setting; process improvement; and strategic planning, development and implementation utilizing key performance metrics for success.

**Business**

Operational and process design; business case development; program development, evaluation and management; project management; data analysis; budget development and management; and stakeholder relationship management.

**Excellent written, oral and presentation skills.**

Visionary leader with over 20 years of experience building and implementing strategies, change initiatives and business cases that align organizational culture, structure, processes, people and rewards to deliver upon organizational goals and objectives. Inclusive organizational development professional who focuses on strategic planning, leadership development, team building, collaboration and relationship management to support organizations in their achievement of operational excellence. Strategic thinker and pragmatic problem solver who believes in the power of the conversation; crafting questions to design and facilitate meetings to get to core needs and issues that enable clients to translate those into impactful solutions. Experienced non-profit executive who builds and implements operational plans and leverages technology to address organizational inefficiencies and non-profit volunteer who consistently exceeds fundraising goals through customized initiatives and donor development and recognition.

**EXPERIENCE**

**Principal, Schenk Consulting Group / Griffin and Flaherty, San Francisco, CA and Woodinville, WA. 2001 – present.**

Provided strategic planning, operational design and organizational development consulting services including leadership development, team building, change management and training/meeting facilitation. Developed business and managed relationships, conducted research, analyzed data, and recommended solutions utilizing best practices and self as instrument of change.

Representative engagements include:

- Built consensus among senior leadership for organizational goals while setting individual commitments on specific deliverables that align with achieving those goals.
- Developed executable strategies that strengthened the financial stability and increased organizational impact and visibility.
- Enhanced leadership development programs to address inefficiencies, increase organizational communication and improve succession planning.
- Diagnosed corporate culture and developed strategies that incorporated that culture into change initiatives; supporting future growth while minimizing growing pains.
- Performed business and feasibility studies that identified strengths and opportunity gaps.
- Created and facilitated strategic planning activities that resulted in sustainable organizational transformation.

**Chief Information Officer, International Association of Business Communicators, San Francisco, CA. 1998-2001**

Drove development of the business plan and the operational, financial and technology strategies that resulted in a 10% membership growth. Developed and executed business cases and strategies focused on reducing staffing costs and improving business processes and workflows through the deployment of web-based sales and customer service technologies. Effectively led cross-functional, multi-

organizational teams and consistently met aggressive timelines and constrained budgets. Continually partnered with IABC's diverse international leadership, board of directors, staff and members to effectively identify high-level business needs, priorities and opportunities.

## **COMMUNITY LEADERSHIP / INVOLVEMENT**

### **Team Manager, Northshore Select G06B White Storm (2017-2018); Greater Seattle Surf G06B (2018-2019)**

### **Executive Committee / Board of Directors, Wellington Elementary PTA, Woodinville, WA.**

Vice President, Fundraising (2013-2014); President (2014-2016); Vice President, Services (2016-2018)

Provided thought leadership and business acumen during five-year tenure of executive leadership increasing organizational relevancy, community confidence and family engagement. Restructured governance model to reflect membership and community composition. Spearheaded program and policy development to increase student participation, protect privacy and fund new initiatives. Mentored numerous new leaders; providing on-going counsel and advice.

Transformed the fundraising strategy; creating new events, streamlining existing ones, increasing community engagement and exceeding operating needs during entire tenure. This success enabled the PTA to fund multiple STEM workshops for every student each year; a level literacy intervention program; a school wide PBIS program; school safety upgrades; a new playground structure; new gym and playground equipment; and teacher and classroom grants.

Recognized with the prestigious Washington State Honorary Life Membership award in recognition of significant contributions to the development and growth of PTA and the Golden Acorn award for outstanding service and leadership in the school and community.

### **Strategic Planning – Core Planning Team, Northshore School District, Bothell, WA. 2016-2017.**

Participant in a year-long process to develop the school district's strategic alignment plan. The process included clarifying goals and measures of student achievement; outlining the roadmap for accomplishing those goals; embracing the diverse voices of all stakeholders; and mobilizing leadership for courageous action at all levels.

### **Northshore Schools Foundation**

- School Ambassador (2013-2018)
- All in for Kids Fundraiser – Table Captain (2014-2018)

### **Organizational Development Consultant, Community Consulting Partnership, Seattle, WA. 2010-2011.**

Provided pro-bono organizational development consulting services to local not-for-profit organizations.

### **Friends of West Sunset Playground, San Francisco, CA. 2008-2010.**

Developed an organizational business plan to redevelop a neglected San Francisco playground. Defined leadership roles and responsibilities. Successfully raised \$1.7 million; enough to rebuild the playground in 2011. Recognized as the December 2008 San Francisco Neighborhood Parks Council Volunteer of the Month.

## **EDUCATION**

- Master of Science, Organization Development (MSOD), Pepperdine University, Malibu, CA. 2006  
Thesis: The Effects of Cultural Intelligence on Team Member Acceptance and Integration on Multinational Teams
- Bachelor of Science, Business – Finance and Real Estate, Indiana University, Bloomington, IN. 1991

## **PUBLICATIONS**

Contributing Author: Handbook of Cultural Intelligence (2008; Ang & Van Dyne (Editors); ISBN: 978-0765622624)