PROFESSIONAL EXPERIENCE

MORA CONSULTING, LLC Principal Consultant

2023- present

- Fractional Chief Operating Officer with vChief, an organization that connects leaders with interim executives
 - Provide management to staff and leadership to the client that aligns with the company's business plan and overall strategic vision
 - Operationalize strategic vision and plans and provide the bridge from the Board and/or CEO to the rest of the organization
 - o Create effective tools to gauge the efficiency and effectiveness of internal and external processes
 - o Provide accurate and timely reports outlining the operational condition for the client
 - o Spearhead development, communication and implementation of effective growth strategies and processes
 - Work closely with the senior management team to create, implement and roll out plans for operational processes, internal infrastructures, reporting systems and company policies all designed to foster growth, profitably and efficiencies within the company
 - Works with other c-level executives on budgeting, forecasting and resource allocation programs
- Embedded Chief People Officer with **CoLeague**, a network supporting organizations through talent and human assets expertise
 - Advise senior leaders in the organization to understand issues at play
 - o Complete a comprehensive current state analysis with new clients to identify their unique needs and challenges, and create a plan to address them
 - Help clients identify talent priorities, strategically align their time with those priorities and revisit them to assess progress
 - Act as key thought partner, brainstorming and identifying solutions to challenges
 - Support clients with: culture, decision making, recruitment and selection, goal setting, performance management, manager capacity building, compensation and employee relations
 - Develop and implement strategic planning sessions for non-profit organizations
 - o Develop internal policies and procedures for non-profit organizations including board expectations
 - Act as a coach for non-profit professional leaders
 - o Partner on diversity and racial equity initiatives
- Hopebound, Atlanta, Georgia, 2023
 - o Conducted extensive Executive Director talent search, hired and onboarded new leader

TEACH FOR AMERICA (TFA), Honolulu, Hawai'i Managing Director of Systems, Finance, and Compliance

2007-2023

- Build and maintain regional Teach For America Hawai'i staff culture by overseeing aspects of human resources, resulting in top 10% of all Teach For America regions nationally on Culture Amp's 'Great Places to Work' annual survey
 - Lead and manage the strategy and processes related to talent acquisition needs for the region, building and retaining exceptional top talent in the region
 - Oversee and manage compliant regional team hiring for all full time (20) and part time staff (30)
 - Support staff culture by providing meaningful opportunities for regional team to collaborate, make meaning, reflect, learn, and build community, including
 - Oversee staff opportunities, including staff retreats, staff milestones and meaningful moments
 - o Administer and review Culture Amp survey, create responsive plan

PROFESSIONAL EXPERIENCE, continued

- o Design, structure and support onboarding scope and sequence for new staff
- Advance regional commitment to racial equity and inclusion
 - o Conduct equity audit, built equity audit tool based on recommendations
 - Serve as national team liaison for diversity and racial equity initiatives
- Provide Human Assets specific administration support to align with fiscal and operational components of staff transitions; facilitate staff benefit awareness, develop processes, policies and regional administration; provide facilities management and essential procurement services including technology, manage essential office systems and staff policies and procedures related to regional team/office, including office manuals, emergency plans, technology, and whole team supplies, coordinate with vendors and national team on items such as office lease and administration, manage hiring operations, including entering/exiting of staff and posting job descriptions
- Drive the process for regional vision setting, strategic planning, talent planning, and financial budgeting processes that push forward Teach For America's theory of change in the region
 - o Manage the overall regional budget (\$4.3 million), forecasting, and planning systems
 - Accurately forecast/track expenses, create shared alignment around and ensure the needed structures are
 in place to deliver on regional sustainability; facilitate annual budget planning process/ongoing Board
 reporting; deliver insights about fiscal progress, impact and initiatives (including cost-value); recommend
 solutions for organizational fiscal concerns; manage regional financial policies, processes, and controls
- Design reporting and analysis frameworks to facilitate ongoing performance management across key regional goals and initiatives, and supporting overall effectiveness of the team by flagging trends, risks, and challenge areas for the regional leadership team
- Recommend, develop, and manage cross-cutting initiatives that support goals and vision, work with managers across the region and leverage national functional teams and external partners.
- Design the scope and sequence for leadership team meetings, manage the planning, communications, and operations
- Facilitate suite of supports (trainings, understandings, etc.) to ensure staff are executing on compliance, facilitate risk & compliance strategy, management and ongoing processes, manage overall regional compliance, develop and maintain strong policies/processes/systems, track and report all areas of compliance, ensure regional compliance, monitor/report/perform/follow up on audit support

GLOBAL CONTRIBUTIONS & MEMBERSHIPS

Schusterman Family Philanthropies (Israel): REALITY Global Leaders 2013, REALITY to REVOLVE Leadership Team Member & Founding Board Member 2015, REALITY Staff Facilitator 2015 & 2019

- REALITY is a community that seeks to catalyze the passion and enhance the leadership skills of exceptional educational advocates to affect positive change and realize their potential through personal and professional development grounded in Jewish values
 - $_{\odot}$ Selected to participate in initial REALITY Global Leaders experience (Israel) summer 2013 from an applicant pool of 110
- Selected to facilitate the REALITY Pro experience in summer of 2015 & 2019 (only 3 repeat facilitators chosen since 2013)
 - Facilitated opportunities for education professionals to reflect on international education through a values based lens, leading to identification and implementation of concrete next steps for personal and professional growth
- Elected as a member of the Leadership Team to transition ownership of the REALITY alumni experience from the Schusterman Foundation to a community owned model
 - Drove the process for organizational vision setting, strategic planning, talent planning and hiring, and financial budgeting processes for the emerging organization (fiscally sponsored by the Schusterman Family Foundation)

• Planned and executed a participant led gathering for education professional from Hawai'i to travel to New Zealand on a cultural and educational exchange program with Native Maori education professionals

Joint Distribution Committee (JDC, Rwanda and Israel): Entwine's Inside Rwanda Leadership Experience, 2022, ReJoint: The Miller Alumni Leadership Experience, 2022

- Selected to participate alongside 16 global change agents on JDC's Entwine Inside Rwanda Leadership Experience, 2022
- Analyzed JDC's values, history, approach, and global efforts alongside 15 global change agents on JDC's Entwine ReJoint: The Miller Alumni Leadership Experience, 2022

Noored Kooli and Teach For All (Estonia): Summer Institute Trainer, 2011 and 2013

- Led design and development for start-up creation of a Summer Institute training program for educators in Tallinn, Estonia, in contracted partnership with Noored Kooli and the Teach For All network
 - Facilitated opportunities for educators to practice teaching skills and reflect on the application of these skills, leading to identification and implementation of concrete next steps for improvement
 - Collaborated with members of the institute team to make evidence-based decisions on how to best meet fellows' needs
 - Inspired a new cohort of teachers to set ambitious vision for students and high expectations for themselves

EDUCATION

UNIVERSITY OF HAWAII, Manoa, Hawaii

May 2015

Master of Education in Educational Leadership, Specialization in Policy Studies

- 3.95 grade point average
- Excelled in Educational Leadership, gained knowledge of leadership and management styles within field of education
- Excelled in Global and Comparative Education, gained knowledge of international education systems and structures, presented academic research paper on Teach For All at international conference

UNIVERSITY OF HAWAII, Manoa, Hawaii

May 2009

Master of Education in Teaching, Concentration in Secondary Social Studies

- Created curriculum for United States History aligned to Hawaii state and national standards for Plan B Masters Inquiry project titled *The American Dream? A Curriculum for United States History from a Multicultural Perspective* with supervisors Dolapo Adeniji-Neill, PhD and Kamuela Ka'Ahanui, EdD
- Proved successful in pedagogy and education elective courses, including specific American Studies courses to support teaching United States History.
- Excelled in Multicultural Education course, gained knowledge of an equitable classroom for all students.
- Led seminars, presented at symposiums and conferences
- Current research and professional practice interest is in a multidisciplinary approach to identifying and improving significant educational problems especially within low income communities

UNIVERSITY OF HAWAII, Manoa, Hawaii

May 2007

Bachelor of Arts in American Studies and Interdisciplinary Studies in Pre-Law: International

- GPA in major subjects: 3.9/4.0 (3.65 overall). Achieved BA in 3 years.
- Recipient, 2007 Brown-Denney Award for Academic Excellence in Undergraduate Studies in American Studies
- President of Executive Board (2006-2007) and Corresponding Secretary of Executive Board (2005-2006), University of Hawaii, Manoa Pre-law Association.
- Intern, Aid to the Office on Equality and Access to the Courts (18 hrs/month), 2006-2007.
- Summers abroad in 2005 and 2006, studying onboard Semester at Sea, Art History, Literature, International Affairs, and Global Studies throughout Europe and Global Politics and Religious Studies in Israel.