

**DOUG SELEE, MBA**  
Davis, California  
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**EXECUTIVE SUMMARY**

Business-focused **Executive Consultant** with proven success leading organizations by creating innovative operational systems and exhibiting collaborative, inclusive leadership. Broad based executive experience in strategic planning, consulting, operational analysis, team training, and complex problem solving. Demonstrated effective ability to guide senior management teams and Boards of Directors. Additional Expertise in:

- Curriculum Development and Delivery
- Analytical and Executive Consulting
- Organizational Development
- Staff Coaching and Human Resources

**PROFESSIONAL EXPERIENCE**

**UNIVERSITY OF CALIFORNIA EAST BAY** **October 2013-Present**  
**Lecturer**

Currently teaching: Business, Government and Society Ethics for the Oakland MBA Cohort as well as the Ethics, Regulations, and Financial Statement Fraud undergraduate class in Hayward. Recently taught Business, Government and Society Ethics for the undergrads in Concord, and developed and taught a new Executive Leadership curriculum for the San Ramon MBA in Global Innovation cohort.

**UNIVERSITY OF PHOENIX, SACRAMENTO** **September 2013-Present**  
**Associate Faculty Member**

Taught undergrad class in Healthcare Consumer Trends and Marketing. Slated to teach Leadership and Performance Development in 2014. Approved to teach Health Care Management Strategies and Health Care Economics in 2014/15.

**POSITIVE SYSTEMIC CHANGE** **Jan 2013-Present**  
**President and Founder**

New startup created to develop and facilitate research based interactive ethics training consultation services. Recently completed a 4 month project with a \$5 Billion Business Unit of Kaiser Permanente.

**SHIFTING GEARS, NON-PROFIT CONSULTING** **October 2011-Present**  
**Owner, Consultant**

Capitalizing on years of non-profit expertise, providing private consulting services. Recently partnered with Heroic Imagination Project creating Courageous Leadership Training. Worked with Komen for the Cure in Northern California on BOD Development & Engagement.

**ONE WARM COAT, San Francisco, California** **April 2011-October 2011**  
**Chief Operating Officer**

Experimental new position, provided leadership to the organization in Operations, Outreach, Strategic Planning, Communications including Website and Social Media Strategies.

- Developed and Implemented first Strategic Planning Process with Board of Directors
- Introduced Constituent Based Planning and GPS Approach, New Fundraising Strategies

**AMERICAN CANCER SOCIETY, Oakland, California** **March 1994- August 2010**  
**Vice President of Operations** **2000-2010**

Managed the statewide Operations for \$60M non-profit with over 500 staff in 90 locations in CA

- Led the Organizational-Wide Strategic Planning team for ten years, designed and implemented new constituent focused planning/budgeting system for the \$52M operating budget.

- Led statewide Volunteer and Staff Development Department for 14 years, including curriculum development & delivery to community volunteers, over 500 staff, and senior leadership.
- Designed and led 2 Senior Leadership Development Tracks for selected senior staff across state.
- Developed and trained staff on Behavioral Interviewing Techniques, Diversity Hiring Practices
- Led the statewide Constituent Relationship Management efforts, bringing new CRM concepts from national vision to operational rollout of Siebel for the entire state.
- Responsible for analyzing contracts for over \$13M in real estate leases in CA.
- 14 Years of Internal Consulting for CEO, COO and Regional Vice Presidents.
- Doubled the number of community volunteers recruited annually to 40K by creating innovative new Volunteer Capacity Project. Managed Voluntarism efforts for over 280K volunteers in CA.
- Selected six times for concurrent Interim Regional Vice President positions, in difficult transition/ crisis situations.
- Selected as National Co-Chair of Regional Vice Presidents Conference.

#### **Assistant Vice President of Field Operations**

**1996-2000**

Managed the Field Operations efforts for the state, including Office Operations, Volunteer and Staff Development, Volunteer Awards, and Unit Certification process.

- Redesigned and enhanced the Volunteer and Staff Development Department, increasing learning opportunities across the state for both staff and volunteers.
- Restructured and simplified the Unit Certification process functions, reducing staff time by 50%.
- Designed and implemented new statewide volunteer award program, increasing volunteer satisfaction and enabled better sharing of best practices.
- Designed and implemented first Chinese Summit Conference with representation from eight regions of CA, increasing our outreach and collaboration with the Chinese Community.

**AMERICAN CANCER SOCIETY, Oakland, California**

**1995-1996**

#### **Field Operations Director, East Bay Region**

Managed complete Operations for the East Bay Region, including nine staff, five offices, nine units and BODS. Along with the Regional Vice President, staffed the Regional Volunteer Council.

- Doubled staff learning and development activities for better performance, increased fundraising by 6% for an Annual Campaign of \$1.3M including Major Gifts and Special Events.
- Managed project planning and implementation of all field plans for \$800K budget.
- Improved program and patient services performance reaching 700K adults and youth, exceeding goals.
- Managed the Chinese Chapter relationship, supervising staff and worked with Chinese volunteers to raise 120K and become the first certified Chinese Unit in California.

**AMERICAN CANCER SOCIETY, Oakland, California**

**1994-1995**

#### **Senior Field Services Director**

Managed Field Services for the East Bay Region, including five staff and four offices.

- Assisted the Regional Vice President in forming/staffing a new Regional Council of Volunteers.
- Redesigned regional staffing structure to accommodate new organizational direction.
- Exceeded income goals raising over \$500,000 in field generated income while reducing costs by 10%

### **EDUCATION**

**B.S., Business Administration, Marketing**, University of the Pacific, Stockton, California. GPA 3.45

**MBA for Global Innovators**, California State University, East Bay GPA 3.91