

BETH KARGEL

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EXECUTIVE SUMMARY

Executive integrator, modernization leader, and governance architect with more than a decade of CEO-level and CEO-adjacent leadership across public-interest technology, regulated enterprise environments, global nonprofits, and public-sector digital infrastructure. Experienced translating cloud, cyber, data, and A.I.-enabled capabilities into governance, readiness, and adoption pathways that strengthen institutional performance.

Designs and operationalizes alignment architecture—operating models, decision pathways, governance rhythms, and cross-functional execution systems—that enable complex, decentralized organizations to move with clarity and purpose. Known for mobilizing stakeholders, navigating distributed decision rights, and building the leadership confidence required for decisive action. Led a full organizational turnaround as Interim CEO, restoring fiscal viability, rebuilding governance clarity, and stabilizing community-facing programs during acute financial instability.

CORE CAPABILITIES

- A.I.-Enabled Transformation & Digital Modernization
- Executive Integration & Alignment Architecture
- Cloud, Cyber & Data-Infrastructure Translation
- Workforce Capability Uplift & Leadership Alignment
- Operating-Model Design & Organizational Performance
- Governance, Decision Rights & Portfolio Prioritization
- Cross-Functional Mobilization & Stakeholder Influence
- Federated Systems & Distributed Leadership Navigation
- Executive Communications & Narrative Leadership
- Public-Interest Technology & Responsible Innovation

Enterprise, Public-Sector, Social-Sector, Consulting, Financial-Services, Education-and-Workforce, and Health and Human Services Domains

PROFESSIONAL EXPERIENCE

THE CANTON GROUP | Transformation & Enablement Director | 2023–Present

Lead modernization strategy and execution across a \$100M public-sector portfolio operating in zero-failure environments, including the largest voting jurisdiction in the United States.

- Guide senior leaders through secure cloud systems and A.I.-enabled SaaS transitions, integrating technical implications into governance and decision frameworks.
- Strengthen prioritization, risk transparency, and executive-level reporting to improve portfolio coherence across agencies.
- Navigate shifting legislative and policy requirements while safeguarding operational continuity and workforce readiness.
- Lead and develop a five-member transformation and learning team, embedding new ways of working for long-tenured public-sector teams using legacy green-screen systems.

ALVAREZ & MARSAL | Senior Manager, Corporate Shared Services | 2021–2023

Enterprise integrator for a 6,000-employee, 40-country consulting firm, aligning autonomous practice leaders around modernization and enterprise growth.

- Coordinated HR, IT, Finance, and Operations around modernization roadmaps supporting 2× workforce and revenue growth within two years.
- Directed major SaaS platform evolutions (Workday, ATS, ServiceNow) and enterprise data initiatives, including a global intranet modernization recognized by the CTO as “a model rollout,” strengthening secure information flow and cross-regional alignment.
- Established a global Change Management Center of Excellence, codifying adoption frameworks and value-realization standards.
- Navigated distributed decision rights, aligning practice leaders without compromising partner autonomy.

EQUIFAX | Director, Change Management (Transformation Team) | 2019–2021

Executive transformation partner during a \$2B federally mandated cloud modernization following a major data breach.

- Rebuilt customer confidence, increasing “extremely satisfied” ratings to 75% during institutional recovery and contributing to revenue growth from \$3.5B to \$5.7B.
- Achieved 89% workforce readiness for cloud-driven operating-model shifts under federal oversight.
- Translated cloud, cyber, and data-infrastructure implications for executives, external customers, and employees—supported by an internal cloud/cyber literacy course recommended by 88% of participants—strengthening trust in modernization.
- Elevated executive visibility, governance discipline, and accountability through readiness, adoption, and performance-tracking mechanisms.

CARE USA | Office of the CEO – Communications & Change | 2016–2019

Strategic advisor to the CEO and ELT of a \$550M, 36-country humanitarian organization; sustained CEO partnership across three organizations over a decade.

- Revitalized a stalled multiyear strategy rollout and built a Communications Center of Excellence that increased CEO strategy communication engagement by 50%.
- Institutionalized CEO engagement systems for high-profile global forums (United Nations, Clinton Global Initiative).
- Operated at skip-level altitude, navigating federated governance and distributed decision rights across 5,000 employees.
- Partnered with innovation and digital teams to position technology as an enabling force—guiding multiple global modernizations described internally as achieving “the highest adoption curve we’ve seen in 20 years” and “the most positive introduction of technology to the business” in the CTO’s tenure.

POINTS OF LIGHT | Vice President, Partnerships & Engagement | 2012–2016

Directed global, cross-sector engagement strategies for the world’s largest volunteer-mobilization organization, aligning corporate, nonprofit, philanthropic, and community partners across a 250-affiliate global network.

- Led enterprise-scale employee engagement and community-impact initiatives with Fortune 1000 companies (Corporate Communications, HR, CSR) as well as nonprofit and philanthropic partners to strengthen culture, workforce participation, employer-brand alignment, and purpose-aligned impact.
- Supported civic-tech and digital-engagement pilots, strengthening community-serving digital infrastructure and expanding pathways for digital participation.
- Collaborated with the White House and the Office of Social Innovation, aligned initiatives to the UN Sustainable Development Goals, and coordinated national responses to community crises such as Flint, MI.
- Directly managed a 10-person team with full hiring, performance, and budget accountability; Directed a portfolio of 10 cross-functional teams (50+ contributors) across compliance-heavy, federally-funded, multi-site initiatives that strengthened community impact through volunteer engagement.

ODYSSEY FAMILY COUNSELING CENTER | Interim CEO | 2010–2011

Appointed Interim CEO during acute financial instability with full operational, fiscal, and governance accountability.

- Reduced burn rate by 70% within 12 months, restoring fiscal viability and stabilizing community-facing programs.
- Rebuilt governance clarity, decision rights, and board confidence.
- Led a high-trust culture shift toward financial discipline and operational rigor.

EDUCATION AND SOCIAL SECTOR LEADERSHIP | Various Institutions | 20 Years

Additional program management, corporate relations, and marketing leadership including media and design, websites, events.

Developed and executed go-to-market (GTM) business development strategies, personally generating \$55M in revenue.

Launched and scaled new product offerings; founded non-profits.

EDUCATION

Northwestern University – Kellogg School of Management

Certificate, A.I. Strategies for Business Transformation

Wesleyan College

B.A., Communications & Business, *cum laude*

PROFESSIONAL DEVELOPMENT

- Prosci Certified Change Management Practitioner
- Lean Six Sigma Green Belt
- Project Management Institute, Association of Professional Futurists
- InnovateATL Rapid Innovation
- Results-Based Leadership
- Year Up Feedback Culture Coach