

Summary A results-driven and dynamic leader with a proven track record in complex, high exposure, deadline-oriented situations where strategic analysis, problem solving, thought leadership and communication skills are paramount. Ability to quickly diagnose organizational and operational challenges to offer an independent perspective and practical yet creative solutions. Established capabilities in strategy and innovation, operational transformation, large scale project management and facilitation, change management and practice administration along with team building and performance management. With a magnetic personality, continues to establish long-lasting relationships, expand professional and personal network, and enhance overall experience through several personal and professional activities demonstrating commitment, capability, and willingness to take on new challenges.

Experience

Watson Squared LLC, President

2023 to Present

- ❖ Established consultancy firm to continue to serve clients in support of their organizational goals. Proud to have assisted significant real estate investment/development companies with succession planning and comprehensive review of critical functions within the organization. Able to provide a roadmap for various enhancements to help ensure sustainable operations as the companies continue to scale.

United States Specialty Sports Association, Chief Operating Officer

June 2023 to August 2024

- ❖ Recently led the United States Specialty Sports Association (USSSA), a not-for-profit sports organization based in Viera, Florida, to drive daily operations at National Headquarters, as well as support over 500 directors with events/activities across the Country. Served as the single C-level executive during a challenging time involving significant turnover, litigation and organizational challenges. Was able to identify several areas for improvement and drive impactful changes related to internal controls, process and protocols for national operations as well as for Space Coast Complex, an 80-acre, 15 turf-field that draws more than 700,000 athletes, spectators, coaches, etc. annually. As the sole C-level executive, addressed significant finance transformation, technology initiatives, strategic partnerships, human resources, retail, concessions, Safesport activities, bat and ball licensing/certification, joint ventures, legal and insurance matters and more.

WithumSmith+Brown, Management Consulting Leader

2015 to 2023

- ❖ Served the Association of International Certified Public Accountants (AICPA) and CPA.com as one of the professional services, change management and learning leads for the Dynamic Audit Solution (DAS) development; the outcome of this unique project will be the result of an estimated \$40 million in investment in a transformative methodology and functional tool to conduct the 'audit of the future'. Responsible for helping to develop implementation support, rollout strategy, training and change management plans in coordination with 30+ participating firms in preparation for commercial release in June 2023.
- ❖ Led several private company engagements related to operational transformation, strategy and innovation and change in various industries including professional services, real estate, construction, retail, sports management, technology, etc.. Responsible for deciphering (in very short periods of time) clients' operational challenges (e.g. inefficient processes, lack of controls, poor documentation, insufficient resources, lack of strategy/vision) that have a negative impact on their business (e.g. declining revenue, misaligned strategy, high turnover, loss of market share) in order to explore and uncover root causes and establish methodical, practical and innovative approaches to enhancements with long lasting impacts; developed a two-day diagnostic product offering for the firm as a result of this successful approach.
- ❖ Led various firm initiatives related to innovation including facilitating workshops with senior leadership aimed at identifying creative ideas to drive future firm success and serving as the Chair of the firm's first Innovation Council tasked with generating and executing out-of-the-box concepts. Both initiatives were focused on strengthening our position in the market through enhancing client relationships, driving profitability and engaging team members.

- ❖ Joined the firm's financial statement audit practice in 1998 after graduating from Boston College with a Bachelor's Degree in Accounting. Then transferred to the firm's advisory practice and led a broad array of long term, transformational engagements worth more than \$10 million in annual firm revenues in a variety of industries including government, economic development, transportation, construction, not-for-profit, healthcare and education. Projects involved risk assessments, business process analysis, regulatory and compliance reviews, operational improvement projects, strategy and planning, performance audits, construction contract and cost analysis, internal control reviews, training and more.
- ❖ Identified, trained, and managed significant teams (as large as 100 professionals) in successful collaboration with multiple practices to provide high quality service and effective and efficient solutions to our clients using a holistic and coordinated approach.
- ❖ Established solid relationships and supervised third party vendors and subcontractors on large scale engagements to help ensure profitability without sacrificing quality.
- ❖ Drove multiple, successful proposal efforts including content, pricing strategies and creative delivery models for new business initiatives in emerging markets for projects over \$1 million.
- ❖ Served as part of the firm's risk management group responsible for assessing engagement risk, reviewing engagement letters and proposals and responding to professional practice inquiries from the field; consequently, incorporates a risk perspective into daily work.

Trusted Leader Consistent history earning the respect of colleagues and staff based on skill and technical ability, positive attitude, collaborative approach, a genuine enjoyment of people – and ultimate results. Takes tremendous pride in emotional intelligence, team building capability and identifying opportunities to grow personally and professionally and bring others along at the same time.

Creative Mind Passion for writing, creativity and thinking out of the box leads to strong development of marketing collateral, internal communications, and external deliverables. Selected by leadership at both previous firms to participate in several significant proposal efforts and assisted with transformative innovation initiatives.

Education and Certifications

- ❖ Boston College, Carroll School of Management, B.A., Accounting, 1998
- ❖ Advanced Certified Scrum Master
- ❖ Prosci Certified Change Practitioner
- ❖ Lead NJ Fellow 2009