

# NATALIE CHANTAL LUKE

Executive communications and content leader with 25+ years of experience architecting narrative, messaging, and communications systems for C-suite leadership across global enterprises and large-scale civic platforms serving audiences exceeding 100,000 attendees.

Served as a trusted strategic partner to senior executives, owning the development and delivery of executive messaging, enterprise content ecosystems, leadership communications, and global engagement initiatives influencing tens of thousands of employees, partners, customers, and public audiences.

Operated as an embedded communications authority across Product, Engineering, Retail,

Customer Operations, Finance, HR, and executive leadership, translating complex technical strategy, product innovation, operational transformation, and business priorities into clear, scalable content and communications frameworks.

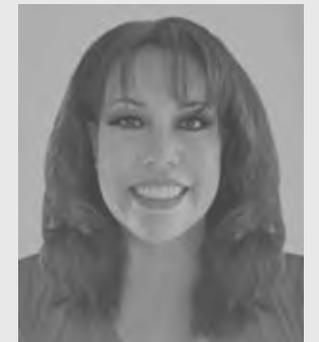
Led communications and content strategy for high-visibility global launches, leadership summits, All Hands, and citywide events, ensuring executive readiness, narrative alignment, and seamless execution across enterprise and public-facing environments.

Entrusted with mission-critical and confidential initiatives requiring direct executive alignment, serving as a primary communications architect during organizational transitions, global initiatives, and executive-level engagements.

Established long-standing executive partnerships with leadership at T-Mobile, Microsoft, Starbucks, and major global organizations, shaping executive narrative, strengthening leadership visibility, and enabling leaders to communicate with clarity, authority, and impact at global scale.

Early adopter and recognized educator in AI-driven visual communications, teaching legal and executive professionals how to strategically apply emerging technologies and resolve real-world implementation challenges.

[natalie@natalieluke.com](mailto:natalie@natalieluke.com) | 206.850.7352



# Executive Communications Leader Trusted by Global Enterprise and Civic Leadership

Executive communications and event strategy leader with 25+ years of experience supporting C-suite and senior leadership across Fortune-scale organizations and major civic platforms, developing executive messaging environments, leadership engagement systems, and enterprise-scale communications.

Long-term trusted executive partner:

- **Microsoft** — Executive communications partner **since 1994**
- **Alaska Airlines** — Executive leadership event partner **since 1996**
- **Starbucks** — Executive communications and leadership partner **since 2004**
- **T-Mobile** — Executive communications and national leadership partner **since 2008**
- **Seafair** — Executive communications leader and Special Board Advisor / Expert Liaison **since 2014**

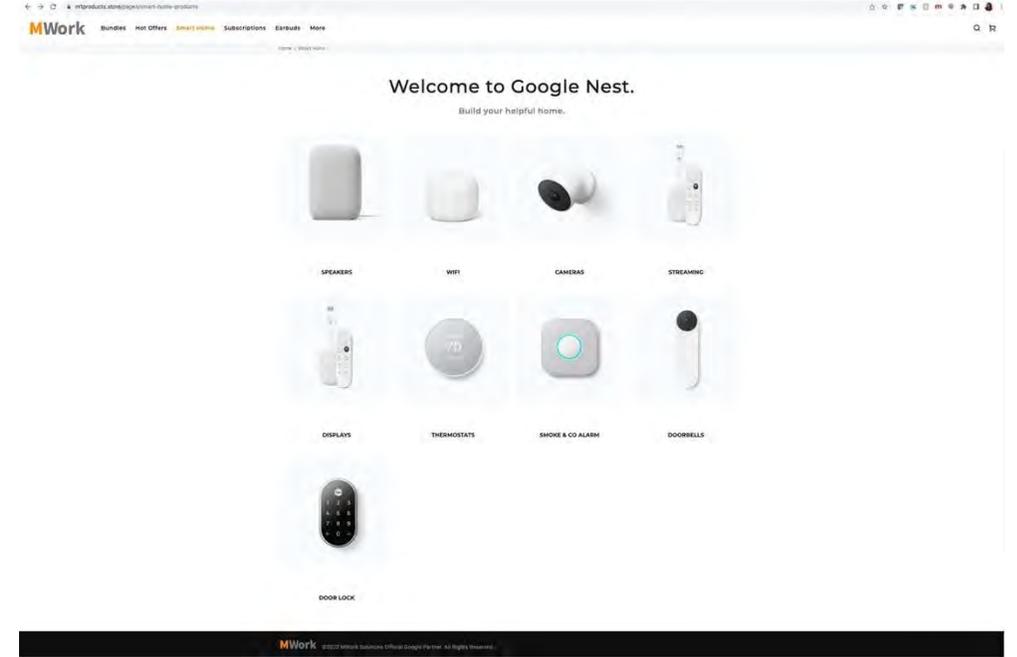
Entrusted by executive leadership and Board governance to lead high-visibility communications, leadership summits, enterprise All Hands, and citywide civic events serving audiences exceeding 100,000 attendees and tens of thousands of employees and public participants.

Recognized for enabling executive leadership and Board stakeholders to communicate with clarity, authority, and impact across enterprise and public environments.

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# Google Nest | Exclusive Google Nest Authorized Partner Program

PRODUCT BRAND DEVELOPMENT | PARTNER ECOSYSTEM | DIGITAL COMMERCE ENABLEMENT



## Scope

Led brand development and visual identity framework for Shopify's exclusive Google Nest Authorized Partner Program, establishing a cohesive brand system supporting the launch and scale of Nest's direct-to-consumer and retail presence within the Shopify ecosystem.

Defined strategic brand architecture, visual language, and implementation standards ensuring alignment with Google Nest's global brand guidelines and Shopify's enterprise commerce platform requirements.

Developed the foundational brand and communication systems enabling consistent representation of Google Nest products across partner channels, digital storefronts, and retail environments.

## Role

Brand Strategist & Visual Communications Lead

Owned development of the partner program's brand identity, including visual systems, digital implementation standards, and product presentation frameworks supporting Google Nest's authorized partner channel.

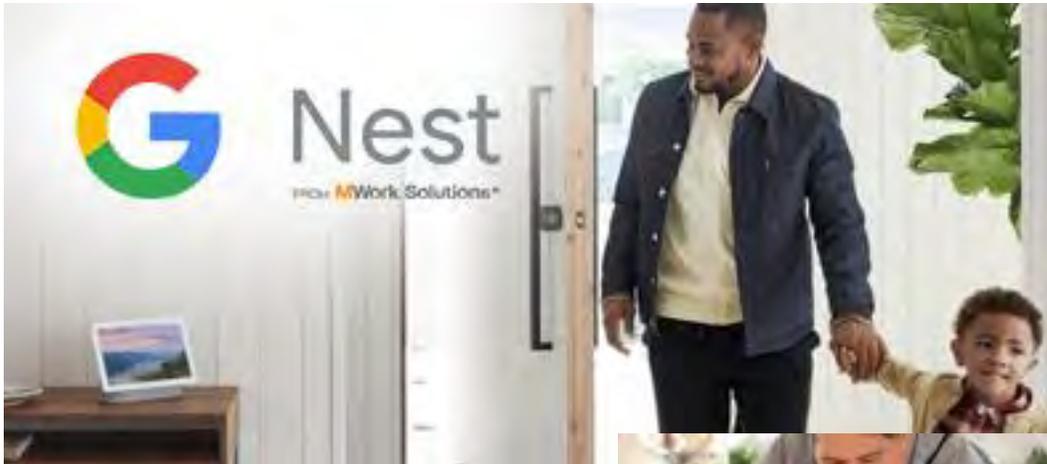
Partnered with Shopify enterprise stakeholders and Google Nest brand standards to create scalable brand assets, communication templates, and product presentation systems supporting partner onboarding, product merchandising, and digital storefront integration. Translated Google Nest's established global brand into a partner-specific implementation framework designed for clarity, scalability, and consistency across commerce environments.

## Outcome

Established the visual and strategic brand foundation for Shopify's exclusive Google Nest authorized partner program, enabling scalable deployment across digital commerce and retail channels.

Enabled consistent and accurate representation of Google Nest products across partner environments, strengthening brand integrity and customer trust while supporting Shopify's broader enterprise technology partnership with Google.

Provided a unified brand system supporting product launch readiness, partner adoption, and long-term program scalability within Shopify's commerce ecosystem.



## Key Responsibilities

- Led UX/UI design, content strategy, and overall product experience for the Shopify-exclusive Google Nest Authorized Partner website
- Managed frontend and backend programmers responsible for technical development and implementation
- Interfaced directly with Google Nest engineers and supply chain systems to ensure accurate product integration and operational alignment
- Directed implementation of Google Nest global brand standards within the partner commerce environment
- Developed scalable visual systems, product presentation frameworks, and content architecture supporting ongoing product expansion
- Ensured technical execution, user experience, and brand implementation aligned with Shopify enterprise commerce platform requirements
- Supported product launch readiness, partner onboarding, and long-term platform scalability





Natalie led the end-to-end development of our Google Nest Authorized Partner website. She is an absolute joy to work with. She excels in managing engineering, UX/UI, and content strategy while ensuring alignment with both Google's brand standards and Shopify's enterprise commerce platform.

She was exceptionally effective at bridging communication between engineering, product, and business stakeholders, providing clear technical direction while maintaining focus on the overall product experience and strategic objectives.

Natalie provided strong leadership and structure throughout the development process, defining requirements, managing implementation timelines, and ensuring the engineering team had the clarity and support needed to deliver high-quality results.

She demonstrated a rare ability to translate complex technical constraints into clear, actionable direction, allowing engineers to work efficiently while ensuring the final product aligned with both user needs and enterprise standards.

Natalie created an environment where engineers could do their best work by providing thoughtful leadership, clear communication, and a deep understanding of how technical execution connects to product and business goals.

I would love to work with her again!

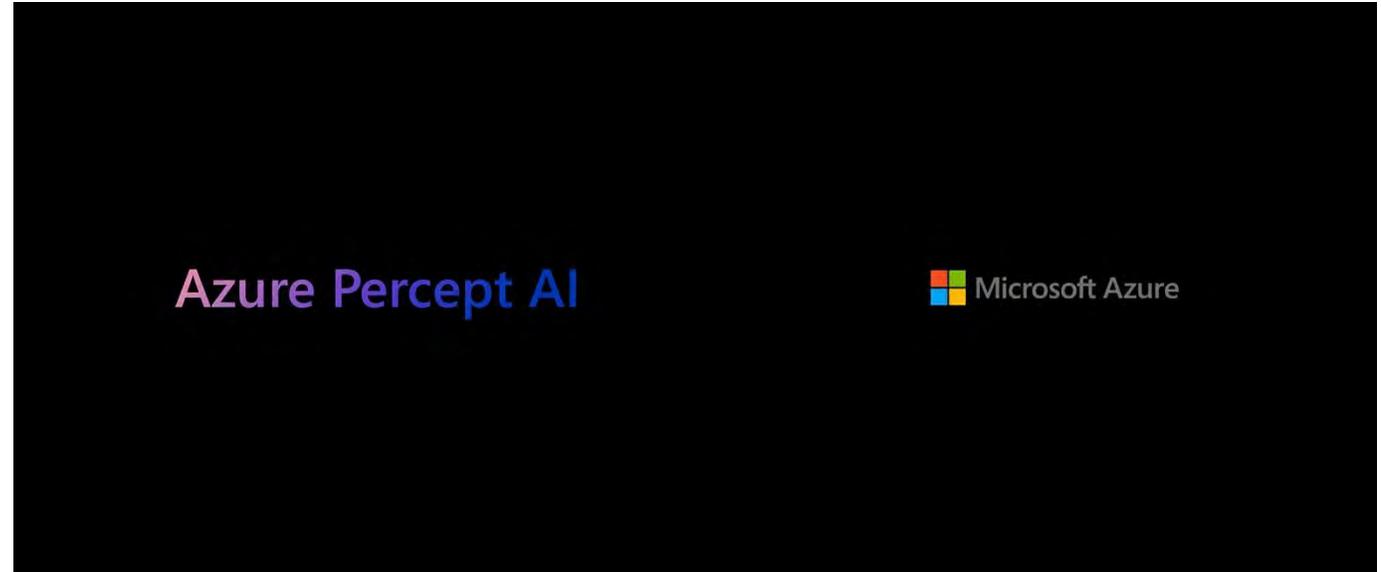
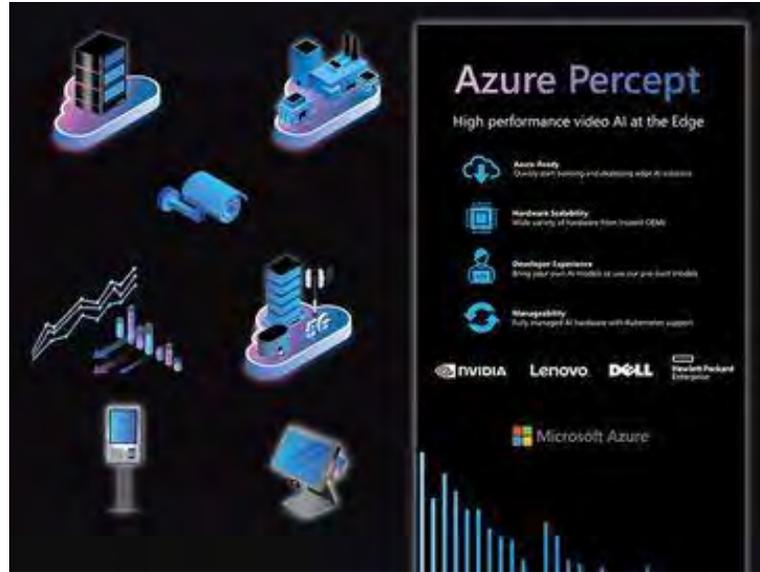


— Julie Erlemeier  
Senior Support Engineer II, Terraform  
Julie reported directly to Natalie Chantal Luke



# Microsoft Azure Percept | Visual Language & Executive Communications

PRODUCT VISUAL LANGUAGE | EXECUTIVE COMMUNICATIONS | PLATFORM LAUNCH SUPPORT



## Scope

Led the creation of Microsoft Azure Percept's visual language, developing dimensional iconography, launch graphics, and branded visual assets representing the platform across product marketing, partner ecosystems, and executive communications.

Established a cohesive visual system aligned with Microsoft Azure brand standards, supporting Azure Percept's introduction as part of Microsoft's edge AI and intelligent hardware ecosystem. Developed scalable brand assets deployed across launch materials, executive presentations, and partner-facing communications supporting global platform adoption.

## Role

Visual Language Lead & Executive Communications Design Partner  
Created the foundational visual identity system for Azure Percept, including dimensional iconography, product graphics, and visual frameworks used across product marketing, launch materials, and executive-level communications.

Worked directly with Microsoft's CIO, maintaining a straight line of communication to support development of executive presentations, strategic decks, and visual communications used across leadership briefings, product launches, and global events.

Ensured all visual systems aligned with Microsoft Azure brand standards while clearly communicating the platform's technical capabilities, ecosystem integration, and strategic role within Microsoft's broader AI and intelligent edge initiatives.

## Outcome

Established the visual language and iconography system used to represent Microsoft Azure Percept across product launch materials, executive presentations, and partner ecosystem communications.

Enabled executive leadership, including the CIO, to communicate platform strategy, capabilities, and ecosystem integration through clear, cohesive, and visually authoritative presentation systems.

Contributed to the successful launch and positioning of Azure Percept within Microsoft's Azure platform, supporting partner adoption, product understanding, and global roll-out.

# Azure Percept

Sense. Know. Act

# Azure Percept

High performance video AI at the Edge



**Azure-Ready**  
Quickly start building and deploying edge AI solutions



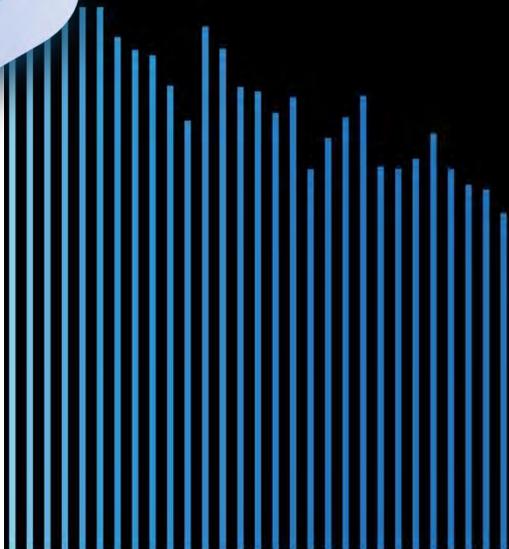
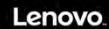
**Hardware Scalability**  
Wide variety of hardware from trusted OEMs



**Developer Experience**  
Bring your own AI models or use our pre-built models



**Manageability**  
Fully managed AI hardware with Kubernetes support



## Key Responsibilities

- Led creation of Azure Percept's dimensional iconography and visual identity system
- Worked directly with Microsoft's CIO, supporting executive presentations, strategic decks, and global event communications
- Maintained direct communication with executive leadership to ensure visual clarity and alignment with platform strategy
- Developed launch graphics, product visuals, and branded assets supporting product marketing and partner ecosystem engagement
- Ensured alignment with Microsoft Azure brand standards across all platform visual communications
- Created scalable visual systems deployed across product launch, executive communications, and partner-facing environments
- Supported global platform introduction through cohesive visual storytelling and presentation systems

# T-Mobile Enterprise Executive Communications

PRODUCT & TECHNOLOGY | EXECUTIVE LEADERSHIP ENABLEMENT



### PEOPLE LEADERS CALL AGENDA

Time	Presenter	Topic	Length
10 am	Kevin Lau	Welcome/Introduction	10 minutes
10:10 am	Kevin Lau	2021 Enterprise Strategy	10 minutes
10:20 am	Bill or Wade	Migration/XP Update	10 minutes
10:30 am	James Curl	2021 Planning Roadmap	10 minutes
10:40 am	Erik White	Q4 Delivery	10 minutes
10:50 am	Jennifer Kronberger/Carrie Long	WFT	10 minutes
11:00 am	Joseph O'Keefe	PLEs	15 minutes
11:15 am	All Presenters	Q&A	15 minutes or as long as we need

### OUR NEW ENTERPRISE APPROACH TO STRATEGIC PLANNING

Key changes to our strategic planning processes:

- 1 Shifting to a 5-year integrated financial plan that looks past the current year and begins to ascribe financial implications to assumptions about shifts in our business over next 5 years.
- 2 Developing a rolling 6-qt operating plan that the LoBs and operating functions can lock arms on, ensuring tighter linkages between our operating plans, financial plans and enterprise strategy.
- 3 Integrating an orthogonal view of the plans against our top Corporate Priorities to ensure we deliver on the outcomes that we must get right to achieve our aspirations, regardless of how they change against our org chart our business processes.



### NEW T-MOBILE VISION AND ASPIRATION

VISION | #1 IN CUSTOMER CHOICE | #1 IN CUSTOMERS' HEARTS

Builds on three foundational pillars:

- 1 Unlock the Potential of Massive Scale (Value Leadership)
- 2 Build the World's Best 5G Network (Product Leadership)
- 3 Deliver the Best Experiences from the Best Team (Experience Leadership)

To deliver on 3 key ambitions:

- OUTGROW COMPETITORS
- OVERDELIVER ON SYNERGIES
- POSITION FOR LONG TERM SUCCESS



## Scope

Owned executive communications supporting T-Mobile's Product & Technology, developing strategic presentations, leadership briefings, and enterprise communications used to align executive leadership, senior directors, and operational teams across multi-billion-dollar business initiatives.

## Role

Executive Communications Strategist & Visual Communications Lead

Partnered directly with executive leadership, senior directors, and cross-functional teams to develop executive presentations and enterprise briefing systems communicating strategic planning, merger integration, migration initiatives, and long-term enterprise roadmap execution.

## Outcome

Enabled executive leadership to communicate enterprise strategy, migration initiatives, and operational priorities with clarity and authority. Supported executive alignment during one of the most complex operational periods in company history, including merger integration, enterprise migration, and long-term strategic planning.



## Key Responsibilities

- Developed executive presentations supporting enterprise strategy, migration, and operational planning
- Created leadership briefing communications used by senior executives and directors
- Designed executive communications for Product & Technology strategic planning and enterprise roadmap alignment
- Supported executive communications related to Sprint merger integration and enterprise migration initiatives
- Developed executive flash briefings and leadership communication frameworks
- Translated complex enterprise strategy, financial priorities, and operational initiatives into clear executive narratives
- Supported enterprise-wide leadership communications across business units and executive teams
- Ensured executive communication clarity, consistency, and brand alignment across leadership presentations

# T-Mobile National Retail Executive Communications

EXECUTIVE COMMUNICATIONS LEADERSHIP | NATIONAL RETAIL DIVISION

### Mike Mohan

President, E-CCC



Mike Mohan is president and chief operating officer for Best Buy Co. Inc. In this role, he is responsible for the operations of Best Buy's U.S. and International businesses, in stores, online and in customer homes. In addition, he leads service, customer experience, category management, merchandising, marketing, supply chain and real estate.

Mike joined Best Buy in 2004 and has served in a variety of leadership positions at the company. Most recently, he was chief operating officer for Best Buy's U.S. business.

Previously, Mike was senior executive vice president and chief merchandising and marketing officer. In that role, he served as president of thousands of store-within-a-store locations in partnership with leading technology vendors, the expansion of Best Buy's own Magnolia and Pacific Kitchen and Home brands, the evolution of the company's Universal Brands, the launch of emerging categories such as 4K UHD TVs, health and fitness devices, and smart home products.

Mike started at Best Buy as vice president of the digital imaging business group. Prior to joining the company, Mike was vice president and general merchandise manager for Good Guys, an audio-visual specialty retailer that operated 75 stores in the western United States. Before that, he served in various positions at Future Shop, a Canadian consumer electronics retailer.

Mike serves as a trustee for the Boys & Girls Clubs of America and serves on the board of directors for Broomer Brands Inc.

### Attendees

 <p>Mike Mohan Best Buy COO &amp; President</p>	 <p>Matt Stanoff VP, Business Sales</p>	<p>Doug Chartier VP, Business Sales</p>
<p>Jason Bonfigli Best Buy Chief Merchants</p>	<p>Peter Ewens VP, Business Sales</p>	<p>Jackson Tingley VP, Business Sales</p>
<p>Josh Will SVP, Category Merchant</p>		

Best Buy - Close to closing its doors in 2012, the retailer reinvented itself through their "Renew Blue" Strategy. They embraced a new way to "test" during the Amazon-effect impacting other retailers. A maniacal focus on customer experience, employees, and technology were anchors to executing the turnaround.

5 Key Pillars to Best Buy's Turnaround

1. Reinvigorate the customer experience
2. Attract transformational leaders and energize employees
3. Work with vendors to innovate and drive value
4. Increase the company's ROIC by growing revenue & efficiency
5. Make the world a better place through recycling efforts and giving people access to technology



## Scope

Owned executive communications and presentation strategy for T-Mobile's National Retail division, supporting senior leadership engagement with the company's largest retail partners including Walmart, Costco, Best Buy, and Dollar General. Responsible for developing executive-level communications used across strategic partner meetings, corporate planning cycles, and global industry events including CES.

## Role

Executive Communications Strategist & Visual Communications Lead Served as a trusted communications partner to National Retail senior leadership, responsible for translating complex business strategy, retail expansion initiatives, and 5G rollout plans into executive-ready presentations. Supported ongoing executive engagement across multiple Fortune-level retail partnerships and high-visibility corporate events.

## Outcome

Enabled National Retail Leadership to communicate strategic priorities, partnership performance, and growth initiatives with clarity and executive authority. Supported executive alignment across major retail partnerships during a critical period of national expansion, Sprint merger integration, and 5G deployment. Established long-term trusted partnership with senior leadership as a primary resource for executive communications.

I worked with Natalie for many years on high profile branded projects for T-Mobile including presentations, corporate events and more. We have traveled together to CES on a couple of occasions and she provided onsite support and made sure we have stayed on brand and message throughout, while meeting extremely tight deadlines.

During our years of working together, Natalie has remained a partner I could count on whenever I needed anything, and always went above and beyond.

She made using her and her team at idesign seamless for our organization. She continues to do great work for T-Mobile, and be a great resource I can always count on whenever I need any brand direction, or projects completed on brand and on time.

— James Kirby  
SVP National Retail

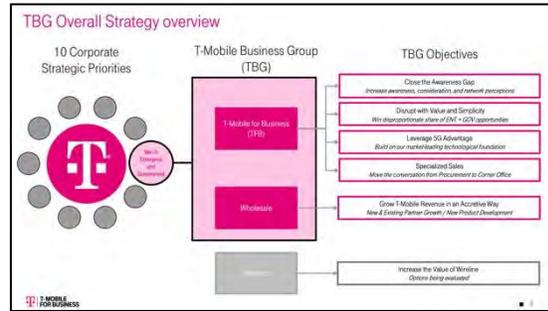
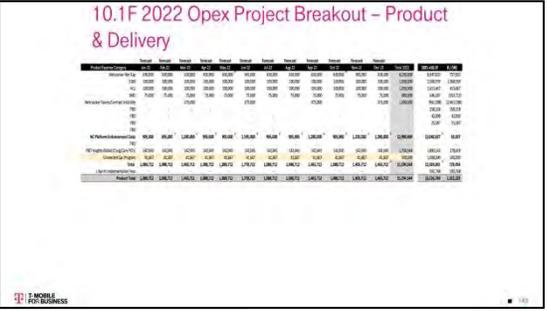
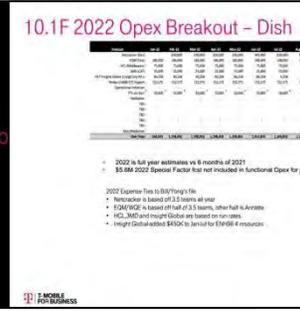
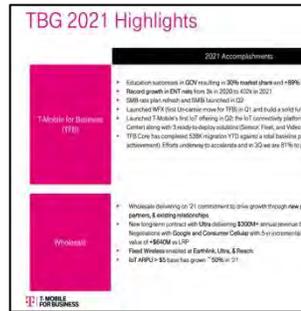


## Key Responsibilities

- Owned executive communications supporting T-Mobile's National Retail division
- Developed executive presentations used in C-suite and senior leadership partner meetings
- Supported strategic engagement with major retail partners including Walmart, Costco, Best Buy, and Dollar General
- Led narrative development translating business strategy into executive-level communications
- Directed visual communications strategy across multi-year retail partnership initiatives
- Supported executive communications across corporate events including CES
- Ensured brand consistency and executive clarity across all National Retail leadership communications
- Partnered directly with senior leadership to align messaging with business and partnership objectives

# T-Mobile for Business (TFB) Executive Financial Plan Communications

EXECUTIVE COMMUNICATIONS | STRATEGIC FINANCIAL PLANNING | EXECUTIVE LEADERSHIP ENABLEMENT



## Scope

Developed executive communications supporting T-Mobile for Business strategic planning, including annual operating plans, long-range financial forecasts, and executive budget reviews. Created complex presentation systems translating multi-billion-dollar financial strategy into clear executive narratives.

## Role

Executive Communications Strategist & Visual Narrative Lead  
Partnered directly with executive leadership, finance, product, and operations teams to develop executive-level budget presentations used to communicate investment strategy, revenue growth plans, and operational priorities. Responsible for structuring and visualizing complex financial data into clear, decision-ready communications

## Outcome

Enabled National Retail Leadership to communicate strategic priorities, partnership performance, and growth initiatives with clarity and executive authority. Supported executive alignment across major retail partnerships during a critical period of national expansion, Sprint merger integration, and 5G deployment. Established long-term trusted partnership with senior leadership as a primary resource for executive communications.

Natalie is not only a talented graphic designer but a strategic business partner and problem solver. No matter what you're trying to accomplish, she will partner with you to find a solution. She has resources for everything and always strives to get you the best value possible. Natalie is an out-of-the box thinker who acts quickly and delivers outstanding results. I am always amazed at how responsive she is no matter what time of day or night. Natalie makes us all look better than we really are!

— Vanessa Gallant

Sr Manager Communication Executive  
& Internal Communications

## Key Responsibilities

- Developed executive budget and operating plan presentations
- Translated complex financial models, forecasts, and operational data into executive-level communications
- Supported annual operating plan (AOP), long-range planning (LRP), and executive budget review cycles
- Created structured executive narratives aligning financial performance with strategic priorities
- Visualized multi-billion-dollar revenue, expense, and investment plans for executive leadership review
- Partnered with finance, strategy, and executive leadership teams to ensure communication clarity and accuracy
- Ensured consistency and alignment across cross-functional executive communications
- Developed scalable visual systems to support ongoing financial and strategic communications



# T-Mobile Executive Communications & Enterprise Events Lead

CROSS-FUNCTIONAL EXECUTIVE COMMUNICATIONS | ENTERPRISE STRATEGY | ORGANIZATIONAL ALIGNMENT AT SCALE



## Scope

Led development of executive communications supporting enterprise-wide All Hands and leadership forums across multiple T-Mobile business units, including:

- T-Mobile for Business
- National Retail
- Product & Technology
- Customer Care
- Financial Operations (FinOps)
- HR
- Tech Care
- Tech Experience

Created executive presentation systems translating enterprise strategy, financial priorities, operational transformation, and cultural initiatives into scalable communications reaching thousands of employees.

## Role

Served as executive communications lead responsible for developing leadership messaging, executive presentations, enterprise All Hands communications, and event communication systems, while coordinating directly with senior leaders, event logistics teams, and technical production to ensure successful delivery.

## Outcome

Enabled clear, aligned executive communications across enterprise organizations, supporting leadership engagement, organizational alignment, and successful execution of enterprise All Hands, national leadership meetings, and strategic corporate initiatives.



## Key Responsibilities

- Developed executive communications, All Hands presentations, and leadership messaging frameworks
- Created all executive presentation materials, infographics, and visual communication systems
- Translated complex operational, technical, and financial information into clear executive-level communications
- Partnered directly with senior leadership to shape narrative, messaging, and presentation strategy
- Led communications development for enterprise All Hands, leadership meetings, and national events
- Created executive videos, supporting communications materials, and leadership engagement content
- Developed executive email communications, invitations, and leadership event messaging
- Produced branded event communications materials, executive support assets, and engagement tools
- Coordinated with event logistics teams, technical production teams, and onsite AV support
- Conducted site reviews to evaluate venue readiness, presentation environments, and technical requirements
- Provided onsite executive communications support during enterprise events and leadership meetings
- Managed presentation delivery logistics, technical coordination, and executive readiness
- Supported enterprise communications across multiple business units simultaneously
- Ensured messaging consistency, executive alignment, and successful communications delivery at scale

# T-Mobile TALENT REVIEW

EXECUTIVE TALENT REVIEW ENABLEMENT — LEADERSHIP NARRATIVE FRAMEWORK & CALIBRATION

## TALENT REVIEW QUICK REFERENCE GUIDE

RATING ENTRY FOR EMPLOYEES

11.2020

Overview: Talent Reviews increase talent visibility across the organization and enables data-driven talent development decisions. This guide has been created to help you through the first phase – the system task of adding talent review ratings for your employees. Typically, Workday is leveraged for the system task. However, due to system integration, this year Talent Review sites will be used in the interim. Post system integration, the data collected will be added to Workday.

### How To: Enter Ratings into the Talent Review Site

From the home page, follow these 6 steps to begin evaluating your employee

**STEP 1**

Click on the name of the employee.

**STEP 2**

Once in the new tab, click "Edit Item"

**STEP 3**

Complete the form fields then hit save

**STEP 4**

Click on your Employee ID at the bottom of the page

**STEP 5**

Once in the new tab, click "Edit Item"

**STEP 6**

Complete the form fields then hit save

See next page for examples of great write-ups and more!

### EXAMPLES OF TYPES OF ANSWERS & INFO WE ARE SEEKING:

	GOOD	WEAK
<b>BACKGROUND</b> (Use names, dates, locations)	BS in Business Administration University of Illinois, Chicago, IL 2012	AMA Sales Management Certification Certified Professional Sales Person (CPSPP) Certified Professional Sales Leader (CPSL) Certified Sales Leader
<b>KEY PRE-T-MOBILE EXPERIENCE</b> (List up to 6 items - maximum 200 characters)	Vice President of Sales Jobney B. Events Company 5/2006 - 07/2014 • Managed the Sales & Marketing staff, set KPIs.	Vice President of Sales Jobney B. Events Company 05/2004 - 07/2014 • Managed the sales team, setting and monitoring KPIs • Signed new accounts for high-profile events. • Maintained excellent client satisfaction
<b>KEY T-MOBILE/LEGACY SPRINT ROLES</b> (List up to 6 items - maximum 200 characters)	Channel Director NR T-Mobile 09/2018 - 09/2020 Dallas, Texas • Led field sales team of 650 direct/indirect reports. Managed \$35M budget.	Region President Sprint 10/2015 - 07/2018 Ohio, Pennsylvania and West Virginia • Responsible for the PSL, sales strategy, network oversight, customer service, marketing/communications and general operations supporting the full portfolio of Sprint products.
<b>UNIQUE STRENGTHS/SUPERPOWERS</b> (Maximum 200 characters)	<ul style="list-style-type: none"> <li>Forward-thinking futurist</li> <li>Motivator</li> <li>Incredible motivator</li> <li>Data workaholic</li> <li>Proven leader</li> <li>Innovator</li> </ul>	<ul style="list-style-type: none"> <li>Power of Accountability</li> <li>Power of Conviction</li> <li>Power of Persuasion</li> <li>Power of Competence</li> <li>Power of Collaboration</li> </ul>
<b>LEADERSHIP STYLE</b> (Prepare them all)	<ul style="list-style-type: none"> <li>Coach</li> <li>Visionary</li> <li>Numbie</li> <li>Democratic</li> <li>Patronizer</li> <li>Transactional</li> </ul>	<ul style="list-style-type: none"> <li>Autocratic</li> <li>Laissez-faire</li> <li>Transactional</li> <li>Bureaucratic</li> </ul>
<b>SHORT TERM/ LONG TERM GOALS</b> (Maximum 200 characters)	<ul style="list-style-type: none"> <li>Earning a new certificate or degree.</li> <li>Improving my KPIs</li> <li>Improving my networking and communication skills.</li> </ul>	<ul style="list-style-type: none"> <li>Becoming a mentor.</li> <li>Improving the company bottom line.</li> <li>Becoming more proactive.</li> </ul>

### Talent Assessment Quick Guide

Overview: Talent Reviews increase talent visibility across the organization and enables data-driven talent development decisions. This guide has been created to help you through the first phase – the system task of adding talent review ratings for your employees. Typically, Workday is leveraged for the system task. However, due to system integration, this year Talent Review sites will be used in the interim. Post system integration, the data collected will be added to Workday.

How to Enter Ratings into the Talent Review Site

Prior to entering ratings into the system, if you would like a tool to help you think through the ratings, you can access it here.

- Access the Talent Review Site: If you are a Talent Review Site, if you are a former Sprint employee, you will be redirected to the Talent Review Site. If you are a former Sprint employee, you will be redirected to the Talent Review Site.
- The employees to review will be listed. Click you to fill out in a new tab.
- Click into the new tab.
- Once in the new tab, click "Edit Item" in the top right corner.
- Complete the form fields.
- Once finished, click the "Save" button at the bottom right.
- Repeat these steps as needed to complete the review.

If you have questions, reach out to [Talent Development](#).

**Rating Scale**

Across all rating categories "Too New To Rate" = A

Rating	Leadership Rating	Competency Rating
Low	Exceeds Performance Expectations (for a sustained period of time).	Consistently exceeds competency expectations for their level of leadership.
Medium	Meets Performance Expectations.	Meets competency expectations for their level of leadership.
High	Does not meet Performance Expectations.	Does not exhibit the competencies for their level of leadership.

Click on the links below to see the competencies expected at the selected leadership level.

**Rating Comments**

Enter meaningful comments to support your ratings. Use this field to support the "why" behind your assessment. Do not format your notes, the formatting (including paragraph breaks) will not transfer to Workday.

**Development Opportunities**

Enter formal and informal developmental opportunities to close gaps and amplify results. Do not format your notes, the formatting (including paragraph breaks) will not transfer to Workday.

As you complete your ratings, check out some issues to look out for and some questions to ask yourself below.

Confirmation bias: The tendency to search for or interpret new information in a way that confirms a person's pre-existing beliefs.

Affinity bias: We gravitate toward people like ourselves in appearance, beliefs, and background. And we may avoid or even dislike people who are different from us.

Halo and Horns effects: The tendency for positive or negative impressions of a person in one area to positively or negatively influence one's opinion or feelings in other areas.

Recency bias: Judging based only on most recent performance – forgetting about the entire picture.

Primacy Bias: Focusing on information learned early on in the relationship, like first impressions.

## Scope

T-Mobile Talent Management engaged Natalie Chantal Luke to develop an executive-ready enablement framework supporting rollout of a new enterprise Talent Review process. Vice Presidents were required to complete structured talent profiles used for leadership calibration, succession planning, and development decisions.

The initiative required translating complex evaluation criteria into a clear, visually structured guide with narrative examples and workflow instruction, enabling leaders to communicate leadership strengths, experience, and leadership style concisely within defined constraints.

This work supported enterprise transition between SharePoint and Workday talent systems, ensuring consistency, clarity, and effective executive participation across the organization.

## Role

Served as Executive Communications Strategist and Enablement Designer, responsible for developing the visual and narrative framework supporting leadership talent reviews. Translated talent evaluation requirements into clear executive guidance, structured narrative models, and workflow tools.

Designed executive-ready reference materials and communication systems enabling leaders to document strengths, experience, and leadership style with clarity, consistency, and alignment to organizational competencies.

## Outcome

Delivered a scalable executive enablement framework improving clarity, consistency, and quality of leadership talent profiles across T-Mobile. Enabled more effective leadership calibration discussions and supported adoption of the new Talent Review process.

The framework strengthened alignment around leadership evaluation and improved consistency of talent assessment across the organization.

Beautiful design and compelling content -- that's what you'll consistently get from Natalie and her iDesign team. Their work illuminates the value of your business in creative ways that'll stick with your audience.

As a communications manager at T-Mobile, I employed Natalie on dozens of high-profile projects. Every time she delivered inventive ideas and polished communication products that consistently received praise both from senior-level executives at T-Mobile and audiences who received the information.

What stunned me most: she's fast. This brainy artist develops brilliance on the fly. She's that good. And that's hard to find!

— Simon Green  
Sr. Communications Manager Microsoft



## Key Responsibilities

- Designed and authored the Executive Talent Review Quick Reference Guide used by VP-level leadership to complete enterprise talent evaluations.
- Translated Talent Management requirements into a clear visual and narrative framework supporting leadership calibration, succession planning, and development decisions.
- Developed structured narrative models and examples for leadership strengths, experience, and leadership style to ensure clarity and consistency across executive submissions.
- Created executive-level workflow guidance for SharePoint-based talent profile completion, ensuring accuracy and usability during enterprise system transition.
- Defined communication standards and narrative structure to improve comparability and effectiveness of leadership talent profiles.
- Partnered with Talent Management leadership to align enablement materials with organizational leadership competencies and enterprise talent management objectives.
- Designed visually structured executive communications supporting adoption of the new Talent Review process across senior leadership.





Natalie has been amazing to work with. She simply 'gets it'. My boss and I have really high standards and Natalie knocked it out of the park on a key project we needed to really 'wow' people with. It's been 4 weeks and people are STILL raving about the project, and it's all due to Natalie's keen eye for design and truly understanding the bigger picture of what we needed to accomplish. But Natalie isn't just business savvy, she's kind, empathetic and fair — I truly couldn't imagine working with anyone else for our design needs. I work for a company that has extremely tight deadlines for everything and she was able to flex and get us what we needed in time, even without a lot of notice. Thank you, Natalie, for going above and beyond, we adore you and your team!!

Nicole Forward  
Leading Executive Development at T-Mobile

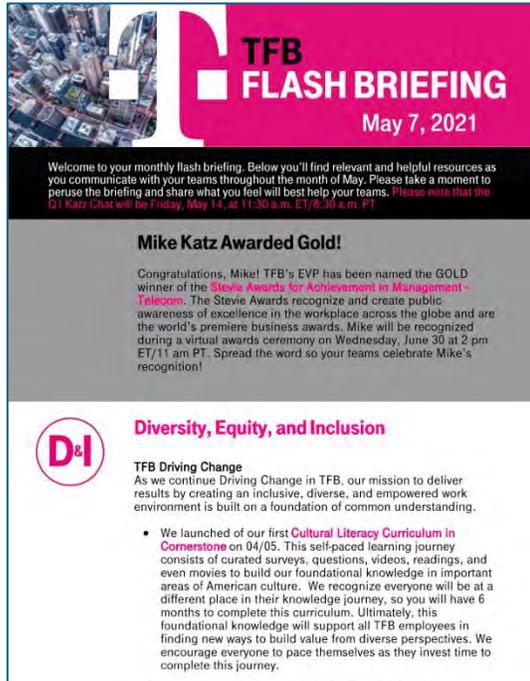


## Key Responsibilities

- Developed the Leadership EDGE program brand identity, including logo and visual system
- Established comprehensive brand guidelines supporting consistent program implementation
- Designed executive presentation graphics and leadership communications materials
- Created data visualizations and executive reporting graphics supporting program communications
- Developed scalable templates supporting executive presentations and program materials
- Defined visual standards supporting digital, presentation, and print communications
- Ensured alignment with T-Mobile enterprise brand standards and executive communications strategy
- Collaborated with executive leadership and program stakeholders to align communications objectives
- Delivered production-ready assets supporting program rollout and ongoing executive engagement
- Established scalable visual communications framework supporting long-term program use

# T-Mobile Enterprise Executive Communications

T-MOBILE FOR BUSINESS (TFB) | EXECUTIVE LEADERSHIP ENABLEMENT



**TFB FLASH BRIEFING**  
May 7, 2021

Welcome to your monthly flash briefing. Below you'll find relevant and helpful resources as you communicate with your teams throughout the month of May. Please take a moment to peruse the briefing and share what you feel will best help your teams. *Please note that the DT Katz Check will be Friday, May 14, at 11:30 a.m. ET/8:30 a.m. PT.*

**Mike Katz Awarded Gold!**

Congratulations, Mike! TFB's EVP has been named the GOLD winner of the *Stevie Awards for Achievement in Management - Telecom*. The Stevie Awards recognize and create public awareness of excellence in the workplace across the globe and are the world's premiere business awards. Mike will be recognized during a virtual awards ceremony on Wednesday, June 30 at 2 pm ET/11 am PT. Spread the word so your teams celebrate Mike's recognition!

**Diversity, Equity, and Inclusion**

**TFB Driving Change**  
As we continue Driving Change in TFB, our mission to deliver results by creating an inclusive, diverse, and empowered work environment is built on a foundation of common understanding.

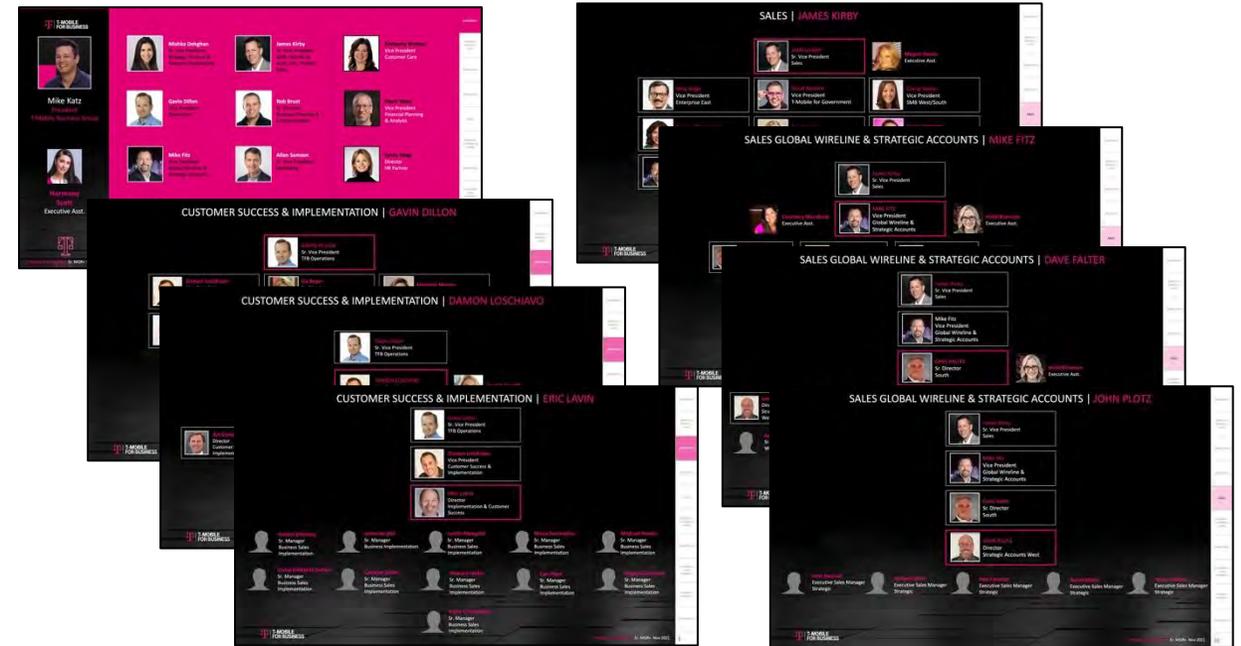
- We launched our first **Cultural Literacy Curriculum in Cornerstone** on 04/05. This self-paced learning journey consists of curated surveys, questions, videos, readings, and even movies to build our foundational knowledge in important areas of American culture. We recognize everyone will be at a different place in their knowledge journey, so you will have 6 months to complete this curriculum. Ultimately, this foundational knowledge will support all TFB employees in finding new ways to build value from diverse perspectives. We encourage everyone to pace themselves as they invest time to complete this journey.



**T-MOBILE BUSINESS GROUP ORG CHART**  
SR. MANAGER PLUS

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Executive Briefing System Screenshots:

- CUSTOMER SUCCESS & IMPLEMENTATION | GAVIN DILLON**
- CUSTOMER SUCCESS & IMPLEMENTATION | DAMON LOSCHAVO**
- CUSTOMER SUCCESS & IMPLEMENTATION | ERIC LAVIN**
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- SALES GLOBAL WIRELINE & STRATEGIC ACCOUNTS | MIKE FITZ**
- SALES GLOBAL WIRELINE & STRATEGIC ACCOUNTS | DAVE FALTER**
- SALES GLOBAL WIRELINE & STRATEGIC ACCOUNTS | JOHN PLOTZ**

## Scope

Owned executive communications supporting T-Mobile's Product & Technology, developing strategic presentations, leadership briefings, and enterprise communications used to align executive leadership, senior directors, and operational teams across multi-billion-dollar business initiatives.

## Role

Executive Communications Strategist & Visual Communications Lead

Partnered directly with executive leadership, senior directors, and cross-functional teams to develop executive presentations and enterprise briefing systems communicating strategic planning, merger integration, migration initiatives, and long-term enterprise roadmap execution.

## Outcome

Enabled executive leadership to communicate enterprise strategy, migration initiatives, and operational priorities with clarity and authority. Supported executive alignment during one of the most complex operational periods in company history, including merger integration, enterprise migration, and long-term strategic planning



## Key Responsibilities

- Developed executive presentations supporting enterprise strategy, migration, and operational planning
- Created leadership briefing communications used by senior executives and directors
- Designed executive communications for Product & Technology strategic planning and enterprise roadmap alignment
- Supported executive communications related to Sprint merger integration and enterprise migration initiatives
- Developed executive flash briefings and leadership communication frameworks
- Translated complex enterprise strategy, financial priorities, and operational initiatives into clear executive narratives
- Supported enterprise-wide leadership communications across business units and executive teams
- Ensured executive communication clarity, consistency, and brand alignment across leadership presentations



# T-Mobile #UNSTOPPABLE TOUR

MULTITACTION INTERACTIVE SHOW SYSTEM AND EXECUTIVE COMMUNICATIONS PLATFORM



05:00

#UNSTOPPABLE  
TOUR 2018

05:00



## Scope

Engaged by T-Mobile to design and develop the visual graphics and show system for the MultiTaction interactive platform as part of the #UNSTOPPABLE Tour. This marked the first implementation of MultiTaction technology within T-Mobile's Technology Center, requiring the creation of a cohesive visual system optimized for large-format, multi-user interactive display environments.

The engagement required translating executive communications and brand identity into a dynamic visual experience capable of functioning seamlessly within the MultiTaction platform. The system was designed to support leadership messaging while leveraging interactive capabilities to create an immersive communications environment.

## Role

Creative lead responsible for designing and producing the complete visual graphics system, motion assets, and presentation content deployed on the MultiTaction platform.

Established the visual architecture and asset system required to support interactive display environments while ensuring alignment with enterprise brand standards and executive communications objectives.

Developed platform-specific visual content optimized for high-resolution, multi-user interactive displays and ensured seamless integration with the Technology Center's technical infrastructure.

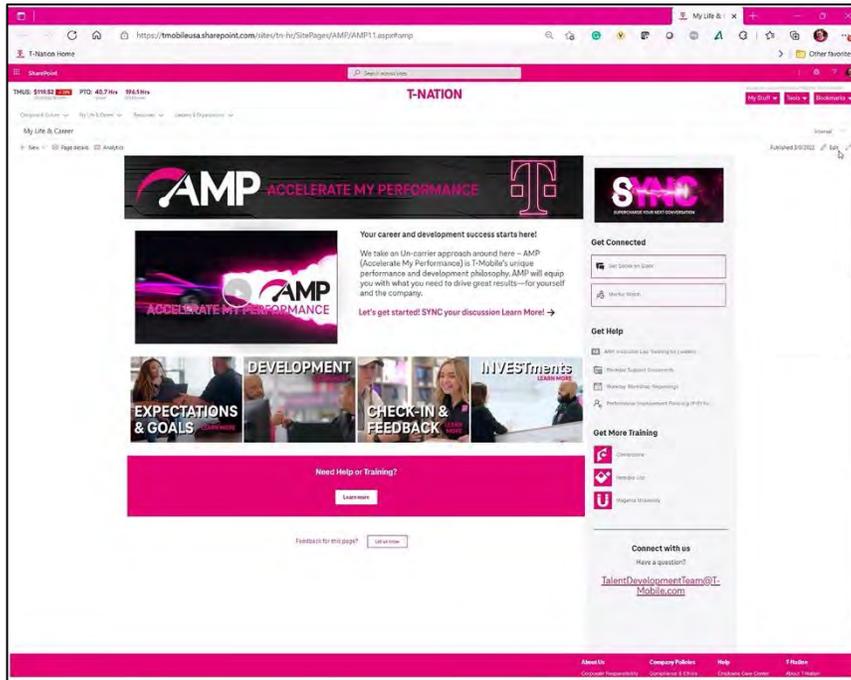
## Outcome

Delivered T-Mobile's first visual communications system designed specifically for the MultiTaction interactive platform, enabling executive messaging to be presented within an immersive and interactive environment. The system successfully integrated brand identity, motion graphics, and leadership communications into a cohesive platform that enhanced engagement and reinforced organizational messaging.

The MultiTaction deployment established a new format for interactive executive communications within the Technology Center and contributed to the effectiveness and impact of the #UNSTOPPABLE Tour.

# T-Mobile AMP & SYNC

ACCELERATE MY PERFORMANCE(AMP) — EXECUTIVE COMMUNICATIONS AND INTERNAL ACTIVATION



## AMP

### ACCELERATE MY PERFORMANCE

**HOW**

Step 1  
Select your SYNC type and questions to the right

Step 2  
Search for AMP on T-Nation for conversation guides to resources to prep

Step 3  
Meet using the conversation guides and agree on commitments and next steps

Step 4  
Document in Workday

Step 5  
Ask for feedback, follow up, and deliver

**WHEN**

SYNCS are continuous and ongoing

## SYNC

### SUPERCHARGE YOUR NEXT CONVERSATION

**EXPECTATIONS & GOALS**

- What do I want to accomplish?
- What behaviors or norms are expected of me in my role?
- Why is this important to me, my team, and the business?
- What does success look like and what support do I need to get there?
- What are the action steps, milestones, and timeframes needed for the goal?

**DEVELOPMENT**

- What motivates you in your career?
- What do you want to do next?
- What are the 2 or 3 things you want to focus on this year to get where you want to go?
- What strengths make you successful?
- What support or resources do you need to be successful?

**CHECK IN & FEEDBACK**

- What do you want to achieve in the meeting?
- What updates do you want to share?
- What does your manager need to know to make you successful?
- What have I done or need to do since the last SYNC
- What feedback, suggestions, or insights do I need from my manager?

**INVESTment**

- What parts of my job make me the most excited, energetic, or motivated?
- When I think about celebrating my successes, what types of recognition are the most meaningful to me?
- What career development opportunities would I like to explore?
- What do I need from my leadership, my team, or T-Mobile to feel valued and recognized?
- What would increase my engagement or development in my current role or prepare me for the future?

**WANT MORE INFORMATION?**

Simply scan any of the QR codes or search for AMP on T-Nation  
Initiate your conversation with your manager and SYNC today!

## Scope

The Accelerate My Performance Program (AMP) was a core internal initiative designed to align executive leadership, operational teams, and cross-functional departments around strategic priorities, organizational direction, and performance goals. The program required development of a cohesive visual communications system to support executive presentations, leadership meetings, and internal activations across the organization supporting executive alignment and organizational engagement across tens of thousands of employees.

This work included translating complex business strategy into clear visual frameworks that could be deployed across executive communications, leadership sessions, and program-related internal environments. The scope extended across multiple phases of the program, ensuring consistent messaging, brand alignment, and executive clarity throughout AMP activations.

## Role

Served as creative director and executive communications design lead responsible for developing the visual strategy supporting AMP. This role involved direct collaboration with executive leadership, business operations, and internal communications teams to translate strategic objectives into effective visual communications.

Provided leadership in defining presentation frameworks, visual identity elements, and activation materials used to support leadership alignment and program engagement. Ensured consistency, clarity, and alignment between executive messaging and visual execution across AMP communications.

## Outcome

Enabled successful enterprise-wide internal activation of the Accelerate My Performance Program by creating a cohesive visual communications system that supported executive alignment, program clarity, and organizational engagement. The visual framework developed for AMP allowed leadership to communicate priorities effectively, reinforced program visibility, and supported adoption across multiple departments and operational teams. The work contributed to strengthening internal understanding of program objectives and facilitated consistent execution of AMP initiatives across the organization.



## Key Responsibilities

- Developed visual communications strategy supporting T-Mobile's Alignment Management Program
- Designed executive presentation frameworks used in leadership meetings and program activations
- Translated strategic business objectives into clear, effective visual communications
- Partnered directly with executive leadership, business operations, and internal communications teams
- Created visual identity elements and communication assets supporting program rollout and engagement
- Ensured visual consistency and alignment across AMP-related communications and activation environments
- Provided creative leadership across multiple phases of program development and implementation
- Supported internal activation efforts by developing materials that facilitated leadership alignment and organizational understanding
- Maintained alignment with enterprise brand standards while supporting program-specific communication needs

"Natalie is a rock star! Her design talents speak for themselves, but it's her creative problem solving that really sets her apart. No matter the ask, Natalie ALWAYS delivers with out-of-the box creative thinking. She excels in all media and goes the extra mile on every project. Day or night, Natalie makes herself available and is committed to exceeding expectations. Beyond her professional talents, Natalie is just a down-right, super-cool person and I thoroughly enjoy every chance I get to work with her!"

Aimee Knox

T-Mobile

Sr. Communications Manager



## Key Responsibilities

- Designed visual graphics and motion assets for the MultiTaction interactive display platform
- Developed platform-specific visual content optimized for large-format, multi-user touch displays
- Established cohesive visual framework aligned with enterprise brand identity
- Created branded motion graphics and presentation visuals supporting executive communications
- Delivered production-ready assets optimized for MultiTaction technical specifications
- Supported implementation of MultiTaction technology within the Technology Center
- Ensured seamless integration of visual content within interactive display environments
- Collaborated with internal stakeholders to align visuals with strategic communications objectives
- Enabled scalable visual framework supporting interactive executive communications

# T-Mobile TEX #ALLTHETHINGS

CROSS-FUNCTIONAL EXECUTIVE COMMUNICATIONS | ENTERPRISE STRATEGY | ORGANIZATIONAL ALIGNMENT AT SCALE



## Scope

Directed the global brand, communications, and activation strategy for T-Mobile's TEX (#ALLTHETHINGS) enterprise employee engagement campaign, supporting over 18,000 employees and leadership across 18 Customer Care call centers worldwide through coordinated branding, communications, physical activation, and multi-month global rollout.

## Role

Served as executive communications and global program lead responsible for defining, executing, and sustaining T-Mobile's TEX #ALLTHETHINGS enterprise engagement initiative across 18 Customer Care call centers worldwide. Owned the program's global brand identity, messaging architecture, and activation systems, while directing all creative development, production, vendor management, logistics, and fulfillment to ensure consistent deployment and operational execution at enterprise scale.

Partnered directly with executive leadership and operational stakeholders to support ongoing program evolution, leadership engagement initiatives, and multi-year global rollout, delivering cohesive campaign environments, communications systems, and engagement kits supporting more than 18,000 employees.

## Outcome

Successfully delivered a large-scale, enterprise campaign that unified global Customer Care organizations under a single engagement platform, strengthening leadership alignment, employee engagement, and organizational culture. Enabled consistent global campaign execution across all call centers, reinforcing T-Mobile's leadership priorities and employee recognition initiatives through cohesive brand experience and sustained engagement.



## Key Responsibilities

- Led global executive communications and activation strategy for a multi-year enterprise engagement program supporting 18,000+ employees across 18 international call centers
- Defined and implemented the program's messaging architecture, narrative framework, and visual identity, ensuring alignment with leadership priorities and organizational objectives
- Partnered directly with executive leadership, Customer Care leadership, and operational stakeholders to develop communications supporting leadership engagement, recognition initiatives, and culture alignment
- Developed executive-ready communications systems including infographics, presentation environments, engagement materials, and leadership support assets
- Directed global campaign activation, overseeing timelines, budgets, vendor selection, production, and fulfillment to ensure successful deployment at enterprise scale
- Managed cross-functional coordination with event operations, logistics teams, and technical production partners, ensuring operational readiness and seamless execution across all locations
- Developed executive communications materials supporting program rollout, including internal messaging, leadership communications, invitations, and engagement content
- Oversaw global fulfillment and distribution of engagement kits, apparel, and branded materials, ensuring accurate inventory planning, sizing, and delivery across international locations
- Established scalable communications frameworks and activation systems supporting ongoing program continuity and multi-year enterprise deployment
- Ensured message consistency, brand integrity, and communications effectiveness across all global program touchpoints



♥ Callie Field and 2 others liked  
**Wanny Manasse** @m\_w... · 20m  
 Hooray - It's Wednesday! Let the celebrations 🎉 begin  
 #BlazingEast #FamousForCare  
 #AllTheThings @CallieField  
 @TMobile @SievertMike  
 @JohnLegere  
 #WinningAllTheThings



Dave Thompson and 8 others

🗨️ 1 ❤️ 16 🔄



# T-Mobile HURRICANE MARIA EVENT

EVENT BRANDING, RECOGNITION IDENTITY, AND EXECUTIVE EVENT SUPPORT MATERIALS



## Scope

Engaged to develop the event branding and recognition identity for T-Mobile's Hurricane Maria volunteer recognition initiative. The work supported an executive-led event honoring employee volunteers who contributed to disaster recovery and network restoration efforts.

The engagement required creating a cohesive visual identity and branded materials that could support executive presentations, volunteer recognition, and event environments. The visual system needed to reflect the significance of the initiative while aligning with T-Mobile's brand standards and organizational values.

## Role

Led development of the event branding and recognition identity, including logo design and the complete suite of branded event materials. Designed executive presentation graphics and visual assets used by leadership to support recognition and communications during the event.

Developed all premiums, swag, and recognition materials, ensuring visual consistency across physical and presentation environments. Created a unified visual framework supporting the event experience and reinforcing organizational recognition of volunteer contributions. Collaborated directly with executive leadership and internal communications teams to ensure alignment with event objectives and messaging.

## Outcome

Delivered a cohesive event branding and recognition system that supported executive leadership communications and volunteer recognition. The visual identity and supporting materials created a unified and meaningful event environment that reinforced T-Mobile's commitment to its employees and organizational values. The event branding successfully supported executive presentations, recognition activities, and volunteer engagement, contributing to a professional and impactful recognition experience.



“Thanks again for everything – your work was definitely noticed. It looks awesome and Neville (Neville Ray, T-Mobile CTO) is very happy! Thank you, thank you, thank you!”

— Aimee Knox  
T-Mobile

Sr. Communications Manager

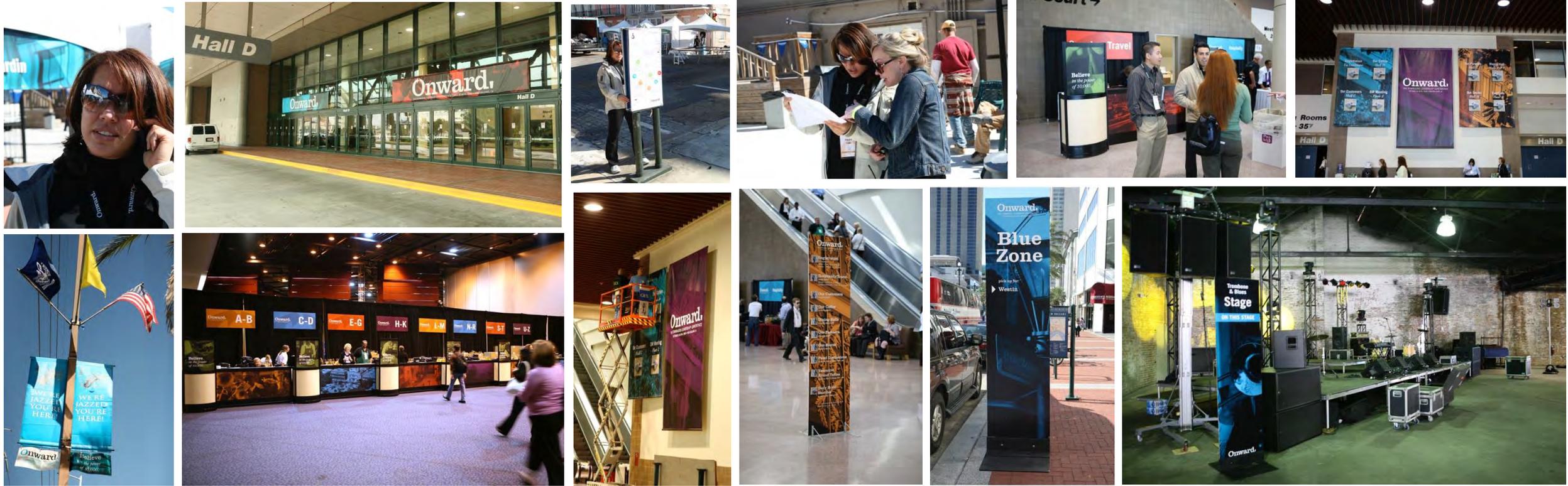


## Key Responsibilities

- Developed event branding and recognition identity, including logo design
- Designed executive presentation graphics supporting leadership recognition messaging
- Created full suite of event support materials and branded assets
- Designed premiums, swag, and recognition materials for event participants
- Established cohesive visual identity across presentation and physical event environments
- Ensured alignment with T-Mobile brand standards and executive communications
- Delivered production-ready assets supporting event execution
- Collaborated with executive leadership and communications teams
- Supported successful execution of volunteer recognition event

# Starbucks Leadership Conference — New Orleans

CREATIVE DIRECTION, EXECUTIVE COMMUNICATIONS, AND GLOBAL LEADERSHIP EVENT DESIGN



## Scope

Global leadership conference and citywide activation supporting approximately 10,000 Starbucks managers, including executive communications, environmental branding, multi-venue production, seven street fairs, and fifteen live concert events. Engagement included coordination with municipal agencies, executive leadership, vendors, and talent, as well as support for community initiatives involving approximately 4,000 Starbucks partners.

## Role

Executive Creative Director and Operational Lead  
Responsible for creative strategy, executive communications visual design, budget oversight, vendor coordination, and on-site operational leadership across conference venues and citywide activations.

## Outcome

Successfully delivered a global leadership conference and citywide activation supporting approximately 10,000 Starbucks managers and 4,000 community service participants. Created a cohesive executive communications environment that reinforced leadership priorities and organizational alignment, while ensuring seamless execution across complex multi-venue conference programming, public activations, and live concert events. Strengthened executive engagement, supported Starbucks' partnership with the City of New Orleans, and contributed to a unified and impactful leadership experience.



Thanks for all your creativity, persistence, & hard work on the 2008 Starbucks Leadership Conference. I had a lot of fun working with you on this event!



—Kristi Felts  
Starbucks

## Key Responsibilities

- Served as primary liaison to Starbucks executive leadership team and internal communications stakeholders
- Partnered with City of New Orleans officials and municipal agencies to coordinate logistics, permitting, and citywide event execution
- Directed cross-functional collaboration with production vendors, staging teams, fabrication partners, and technical crews
- Managed talent coordination and production logistics for fifteen live concerts, including U2 and Bono
- Led on-site teams across conference venues, public activations, and live event environments
- Held full budget oversight, including planning, vendor negotiations, allocation management, and cost control
- Developed executive presentation visuals, environmental graphics, and large-scale branded installations
- Oversaw creative implementation and operational execution across seven street fairs and multiple venues
- Ensured alignment between executive messaging, visual communications, and operational delivery
- Provided real-time operational leadership, troubleshooting, and execution support throughout conference and public events

# Seafair — Executive Communications & Brand Systems Partner

EXECUTIVE COMMUNICATIONS, BRAND STRATEGY, AND OPERATIONAL LEADERSHIP FOR CITY-SCALE CIVIC EVENTS



## Scope

Serve as a strategic executive communications and brand systems partner to Seafair, collaborating directly with executive leadership, Board stakeholders, and the Director of Marketing to design, implement, and maintain the communications, brand, and operational infrastructure supporting one of the Pacific Northwest's largest civic and media-covered event organizations.

Work spans executive communications systems, broadcast-visible brand environments, accessibility and wayfinding infrastructure, and cross-organizational operational coordination involving civilian, military, and volunteer personnel.

## Role

Act as a trusted leadership partner operating at the intersection of executive governance, marketing leadership, operations, and live event execution.

Provide strategic guidance, mentorship, and operational support to marketing leadership while designing and implementing communications and environmental systems ensuring executive visibility, operational clarity, and organizational continuity across complex, multi-stakeholder environments.

Serve as both strategic architect and implementation lead, ensuring executive communications environments, volunteer coordination systems, and public-facing infrastructure operate cohesively, reliably, and at scale.

## Outcome

### Strengthened Leadership Continuity

Mentored and onboarded the Director of Marketing, ensuring leadership stability and operational readiness.

### Preserved Operational Continuity

Stabilized a 500-person volunteer workforce through direct leadership intervention, safeguarding uninterrupted event execution.

### Enhanced Operational Efficiency and Accessibility

Designed and implemented improved wayfinding and accessibility systems, increasing clarity, safety, and attendee experience.

" As a member of the Seafair Board of Directors since the end of 2020, I've been consistently amazed by Natalie's passion and dedication as she's donated countless hours and resources to Seafair. She has contributed so much, not only in goods/materials but through giving of her time, knowledge, and skills. Even more noticeably, Natalie has leveraged her professional and personal network to make invaluable connections for individuals and organizations alike. She cares so much for people, she is always showing up for everyone around her in so many ways. And don't even get me started on her design skills - she has improved Seafair assets in innumerable ways over the years."

—Emily Hayes  
Treasurer, Seafair Board of Directors



Natalie & Seafair CEO Emily Cantrell

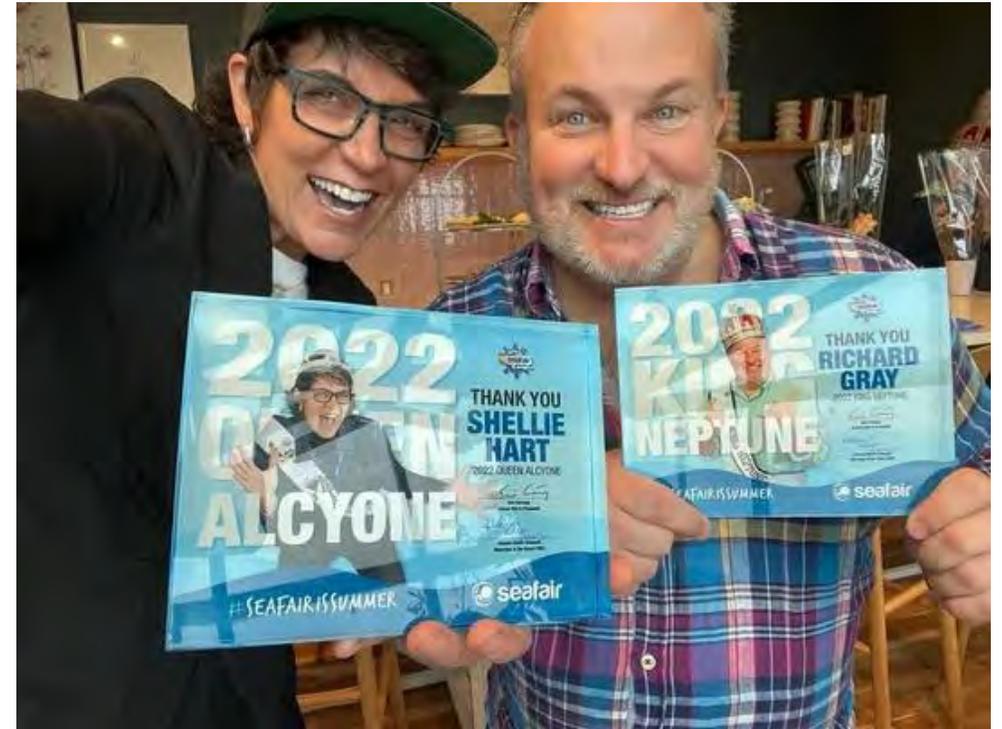


## Key Responsibilities

- Directed Seafair's brand and communications strategy during a critical leadership transition, serving as the primary operational lead while onboarding and mentoring the newly appointed Director of Marketing.
- Designed and implemented executive stage environments, broadcast backdrops, and sponsor integration systems supporting live, media-covered events and executive visibility
- Devised and implemented improved wayfinding and accessibility systems, enhancing navigation, safety, and operational clarity across large-scale event environments
- Liaised directly with military leadership to align civilian and military operations, ensuring seamless coordination and compliance with safety and logistical requirements
- Stabilized a 500-person volunteer workforce during active event operations through direct leadership intervention, preserving organizational continuity
- Partnered with executive leadership, Board stakeholders, and marketing leadership to align communications strategy, operational execution, and public-facing brand presence
- Strengthened organizational resilience by establishing reliable communications infrastructure, improving operational efficiency, and reinforcing executive leadership credibility

# Seafair — Seafair Volunteer Recognition & Awards Ceremony

CREATIVE DIRECTION, EXECUTIVE COMMUNICATIONS, AND GLOBAL LEADERSHIP EVENT DESIGN



## Scope

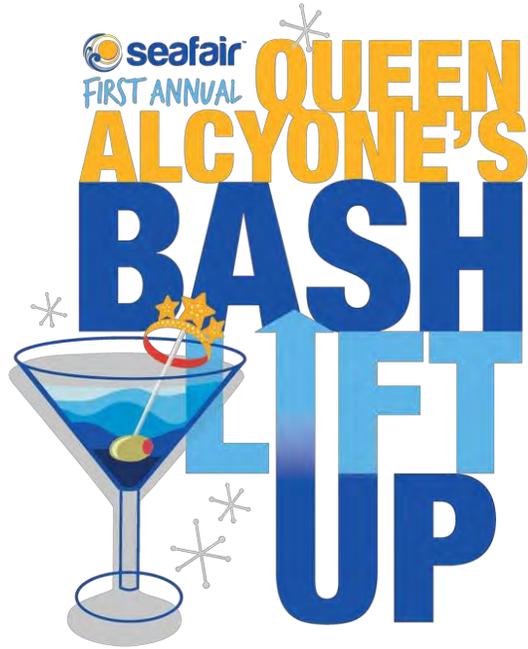
Led end-to-end strategy, planning, and execution of Seafair's official volunteer recognition and awards ceremony honoring over 500 volunteers. Secured and negotiated a donated venue and partner support under severe budget constraints while developing the full event brand identity, recognition program, and communications infrastructure.

## Role

Served as executive program lead, responsible for venue acquisition, sponsor and talent coordination, event branding, and technical production. Designed all event graphics and recognition materials, coordinated logistics, secured donated talent and resources, and served as host and MC, ensuring seamless delivery and executive-level presentation.

## Outcome

Successfully delivered a high-visibility, fully sponsored recognition event at minimal cost, strengthening volunteer retention, reinforcing organizational culture, and elevating Seafair's leadership credibility through professional execution and meaningful volunteer recognition.



"Natalie's logo for Seafair's new fundraiser was fresh and creative. A perfect blend of a nod to our history yet current. I would not hesitate to hire her again! She is creative, talented, and easy to work with."

— Patrick Harrison  
Director of Marketing, Seafair



## Key Responsibilities

- Secured and negotiated donated venue partnership with Alaska Airlines, enabling full event execution within limited budget constraints
- Directed end-to-end event planning, logistics, and operational coordination for a 500-person volunteer recognition ceremony
- Developed complete event brand identity, including recognition graphics, posters, awards materials, and communications assets
- Secured and coordinated donated talent, vendors, and technical resources to support live program delivery
- Designed and managed event technical production, ensuring seamless audiovisual and stage execution
- Served as host and MC, delivering live executive communications and facilitating program flow and honoree recognition
- Coordinated stakeholder participation, ensuring alignment across leadership, volunteers, sponsors, and production partners
- Ensured cohesive brand presence and professional execution across all event touchpoints

# T-Mobile Government Event

PROGRAM STRATEGY, EXECUTIVE COMMUNICATIONS, AND EVENT LEADERSHIP



## Scope

Engaged to develop and lead the strategic engagement platform for T-Mobile's government initiative, establishing how the organization would present, communicate, and build relationships with government officials and public sector stakeholders.

The engagement required defining the overall program strategy, including event concept development, venue selection, partner coordination, executive communications, and digital presence. The initiative was designed to create a professional and credible environment supporting executive-level engagement and reinforcing T-Mobile's commitment to serving the government sector.

The scope included full responsibility for designing the engagement experience, developing communications materials, coordinating operational logistics, and ensuring alignment across leadership, partners, and stakeholders.

## Role

Led the strategic planning, creative direction, and execution of the T-Mobile for Government executive engagement initiative, defining event structure, audience experience, and communications framework to support meaningful engagement with government officials.

Directed venue selection and hotel acquisition; coordinated vendors and partner organizations; managed operational planning; and developed the initiative website and digital communications platform supporting stakeholder engagement. Deployed and led a dedicated four-person team responsible for on-site execution, executive support, and full operational delivery in Washington, DC.

Created executive presentation materials and communications assets supporting leadership messaging and managed executive talent coordination, including Steve Largent, ensuring alignment between messaging, event objectives & audience engagement. Oversaw all aspects of program development, communications, logistics & execution.

## Outcome

Delivered a fully integrated executive engagement platform supporting T-Mobile's government initiative, creating a structured and professional environment for relationship-building with government stakeholders.

The program successfully unified executive communications, event experience, digital presence, and operational coordination, reinforcing T-Mobile's credibility and commitment within the government sector.

The initiative established a scalable engagement model supporting executive outreach and stakeholder relationship development.

"Creativity is a commodity that's hard to measure, but worth its weight in gold.

Natalie has repeatedly "wowed" me with creative, effective support in the following areas: graphic design, photography, campaign strategy, meeting production and set design, and acquisition of branded items.

Throughout the tenure of our business relationship, I've been most impressed with her ability to expand on our ideas.

Like a true partner, she doesn't just execute but is asked of her, (although she's proven her reliability time and time again) but, more importantly, she makes strategic recommendations to take our request to the next level.

I would recommend Natalie to any business looking to add a spark of creativity to their visual identity.

Matt Ashworth  
Sr. Manager, Communication  
T-Mobile USA



## Key Responsibilities

- Defined the strategic engagement framework for T-Mobile's government initiative, establishing program structure, audience experience, and communications approach
- Led end-to-end planning, creative direction, and execution of the executive engagement event in Washington, DC
- Built and directed a dedicated four-person on-site team responsible for program execution, logistics, and communications delivery
- Oversaw all on-site operations, ensuring seamless coordination of programming, executive presentations, and stakeholder engagement
- Directed venue selection and secured hotel accommodations aligned with executive-level event standards
- Coordinated and managed all vendors, partners, and service providers supporting the event
- Developed and launched the initiative website and digital communications platform supporting stakeholder engagement
- Created executive presentation materials and communications assets supporting leadership messaging
- Managed executive talent coordination, including Steve Largent, ensuring alignment with program objectives and audience engagement
- Oversaw event programming, scheduling, and execution to ensure a cohesive and professional stakeholder experience
- Ensured alignment across executive leadership, communications teams, vendors, and partners
- Delivered a fully integrated engagement experience supporting relationship development with government officials and public sector stakeholders

# NET.AMERICA — Virtual Expo Medical Village

VILLAGE-TO-VILLAGE NETWORK | NATIONAL VIRTUAL CONFERENCE BRANDING & VISUAL COMMUNICATIONS



**Scope**  
Developed the complete visual identity, branding system, and digital communications framework for the National Virtual Village Gathering, a nationwide virtual conference connecting grassroots organizations supporting seniors aging in place through community-based programs.

**Role**  
Served as branding and visual communications lead responsible for establishing the event’s visual identity, digital design system, and presentation framework, ensuring a cohesive and professional experience across all virtual conference materials and platforms.

**Outcome**  
Delivered a unified, scalable visual brand and digital communications system that elevated the professionalism, clarity, and engagement of the national conference, enabling consistent visual storytelling across sessions, speakers, and virtual event environments.

# AI & LITIGATION GRAPHICS EDUCATION

AI-ENABLED VISUAL STRATEGY EXPERT, PUBLISHED AUTHOR, AND INVITED EDUCATOR

10  
Technology  
Creating Incredible Results Through Visual Storytelling  
A visual graphics & tech deep dive

By Natalie Chantal Luke



Harnessing the power of visual storytelling can be challenging. From choosing the right tech and delivery method, to creating clear and concise messaging to find the right visual strategy, it's a lot to think about. In this issue, we're diving into the power of visual storytelling and how it can help you win cases. We'll explore the different ways to use visual storytelling, from creating clear and concise messaging to finding the right visual strategy. We'll also discuss the importance of choosing the right tech and delivery method, and how it can help you win cases. Finally, we'll provide a checklist of key factors to consider when creating visual storytelling content.

- Choosing the right tech and delivery method
- Creating clear and concise messaging
- Finding the right visual strategy
- Choosing the right tech and delivery method
- Creating clear and concise messaging
- Finding the right visual strategy

APPEALS  
FULL-SERVICE APPELLATE PRACTICE

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