

# CV for Sue Padernacht

Continuing Lecturer, Organization and Management

The Paul Merage School of Business

University of California Irvine

2024

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**Sue Padernacht, EdD, PCC**  
Continuing Lecturer, Organization and Management  
Paul Merage School of Business  
University of California Irvine

## Overview

**Dr. Sue Padernacht** is a Continuing Lecturer of Organization and Management at UCI Merage, and has been on faculty since 2005 teaching the Leadership Closing Residential, Talent Strategy and Management, and Negotiations for which she earned the Executive MBA Excellence in Teaching Award – Elective in 2011 and 2024. She is also a member of the faculty of the Merage Institute, where she teaches Negotiations for Entrepreneurs, and has served on the faculty of numerous corporate executive education initiatives. She is also on faculty at the UC San Diego Rady School of Business teaching Strategic Communications in the Masters of Accounting program. Previously, she was on faculty at Loyola Marymount University-Los Angeles, UCLA and Cal Poly Pomona, and was a professional speaker with Vistage International, the world’s largest CEO and executive development organization.

**Dr. Padernacht earned a Doctorate of Education** in Organizational Change and Leadership from the University of Southern California, Rossier School of Education in 2022. Her dissertation focus was: *Physician Burnout in the COVID-19 Pandemic: Healthcare Organization and Leadership Implications for Patient Care and Clinical Team Leadership with Nurses*. USC Digital Library URL: <https://digitallibrary.usc.edu/CS.aspx?VP3=DamView&VBID=2A3BXZSDNXVI6&SMLS=1&RW=1730&RH=779>.

Previously, she earned a Master of Arts in Organizational Psychology from Columbia University, Teachers College, with concentrations in Organization Development and Human Resource Development, and an internship with the Institute for Management Competency, American Management Association. She earned a Bachelor of Arts in Psychology and the Social and Ethical Issues in the Life Sciences from the State University of New York at Stony Brook. Her Health Sciences Center Research Laboratories internship led to publication: *Methylazoxymethanol-induced microcephaly in rats: cardiovascular studies*. Friedman, Padernacht, Haddad; Journal of Teratology, 1982. She completed additional business coursework at the American Institute of Banking, New York Institute of Finance, and NYU School of Continuing Education.

**With over 35 years of experience** as a Senior Executive, Certified Coach, Educator, Public Speaker, Podcaster, and Consultant, Dr. Padernacht is a trusted advisor to CEOs, executives and their teams. She has an extensive track record of transforming organizations to meet disruptive changes in organizations and markets, applying validated change management and leadership development approaches to drive strategic business results while strengthening engagement, building capabilities, promoting cultures of collaboration and cross-functional alignment. Dr. Padernacht’s areas of expertise include:

### **Talent Strategy & Leadership Development**

- Executive and leadership coaching, assessment and training
- Negotiations and emotional intelligence coaching, assessment and training
- Leadership succession and talent capabilities assessment
- Learning and career needs assessment, strategy development and execution

## Overview (cont'd)

### **Organization Development**

- Change management and organizational culture consulting and execution
- Business strategy and innovation facilitation
- Team assessment and development
- Performance management design and consulting

**As a business owner**, Dr. Padernacht founded Ncline Leadership Strategies <https://www.nclineleadership.com/index.asp>, a management consulting firm with expertise in developing the people that drive business success. Since 2000, she led the firm to serve hundreds of client organizations, from multinational corporations to start-ups in a wide variety of industries including: Healthcare providers and suppliers; Technology cloud, software, hardware; Digital Advertising; Financial Services such as banking, annuities, credit unions, investment management; Entertainment studios and sales; Publishing and Media; Real Estate, Construction and Property Management; Higher Education, private and public; Engineering, the Public Sector and Non-profits. In November 2020, Dr. Padernacht launched Tapping Wisdom, an podcast interview series dedicated to deep dialogue and learning with thought leaders, sages and mentors in business, healthcare, leadership, academia, and strategy: <https://www.nclineleadership.com/video-resources.asp>.

**As a senior leader**, she builds, leads and manages high-performing diverse teams of employees and contractors across multiple locations and time zones. In her most recent corporate executive role, Dr. Padernacht was the Chief Learning Officer and Vice President, Talent and Organization Development (T&OD) at Tribune Publishing from 2015-2018. Her nationwide responsibilities included building and driving alignment of T&OD initiatives and culture change with the company's strategic goals and digital transformation plan for 150 media business units, including the Los Angeles Times, Chicago Tribune, Baltimore Sun, San Diego Union-Tribune, Hartford Courant, Orlando Sentinel, among others.

**As a Board of Directors member**, Dr. Padernacht serves on the National American Lung Association (ALA) Board where she serves on the Public Policy committee, the Executive Succession and Professional Development sub-committee, and the Diversity, Equity, and Inclusion Board initiative <https://www.lung.org/about-us/our-leadership/sue-padernacht>. Previously, Dr. Padernacht served on the regional Pacific-West ALA Board's Audit, Governance and CEO Advisory Committees, the Boards of Directors for the American Cancer Society, United Way's Kellogg Training & Consulting Center, and Organization Development Network.

## Education

### **University of Southern California, Rossier School of Education**

- Doctor of Education, Organizational Change & Leadership

### **Columbia University, Teachers College**

- Master of Arts, Organizational Psychology and Development, HR Development

### **State University of New York at Stony Brook**

- Bachelor of Arts, Psychology, Social and Ethical Issues in the Life Sciences

## Certifications

### **Coaching and Counseling**

- Professional Certified Coach, *International Coach Federation*
- Coaching for Commitment, GROW – Coaching Process for Success, *University Associates*
- Certificate in Career Counseling, *Queens College, NY*

### **Leadership, Emotional Intelligence, Diversity and Inclusion**

- Executive Dimensions and Benchmarks, *Center for Creative Leadership*
- Emotional & Social Competency Inventory, Leadership Styles & Climate, Influence, *Korn Ferry*
- Executive View, TeamView and Manager View 360, *Ken Nowack, PhD, Envisa Learning, Inc.*
- BarOn - Emotional Intelligence Quotient 2.0, *Multi-Health Systems*
- Mayer, Salovey, Caruso Emotional Intelligence Test – MSCEIT, *Caruso EI Skills, Inc.*
- Emotional Intelligence in Diversity & Inclusion, *EIDI Institute, L. Gardenswarz, PhD, A. Rowe, PhD*
- Courses with *UCI Vice Chancellor Doug Haynes, PhD*: Autumn 2020
  - Structures and Mechanisms of De-Valuing Black People
  - Black Protest Tradition

### **Change Management and Innovation**

- Accelerating Change Implementation Methodology, *Implementation Management Associates*
- Tools for Implementing Organizational Transformation, *MIT and Michael Hammer Associates*
- I5 Facilitation of Innovation, *JM Reid and Juice Inc.*

### **Style and Personality**

- MBTI: Myers-Briggs Type Indicator, *Type Resources*
- FIRO-B: Fundamental Interpersonal Relations Observable Behaviors, *Will Schutz & Associates*
- Thomas-Kilmann Conflict Mode, *University Associates*
- Dealing with Tough Negotiators (adapted from *Getting Past No*, William Ury, Ph.D.), *HRDQ*

## University Teaching

### UCI Merage

- **Leadership Capstone – Closing Residential**
  - EMBA Executive Leadership Closing Residential 2007, 2009-2020
  - HCEMBA Executive Leadership Closing Residential 2008-2019
  - FEMBA Leadership Closing Residential 2008-2009
  
- **Negotiations**
  - EMBA Negotiations 2008-2011, 2015, 2021-2024
  - *Excellence in Teaching Award – Elective* 2011, 2024
  - Guest speakers:
    - a) CEO, j2 Global Communications
    - b) CEO, Ironclad Performance Wear
    - c) Global Head of Compensation and Benefits, Allianz Global
    - d) CEO, ValueScape, Inc. (EMBA alumnus)
    - e) EVP, Worldwide Human Resources, Ingram Micro
  - FEMBA Negotiations 2005-2011, 2020, 2025
  - Guest Speakers:
    - a. CEO, j2 Global Communications
    - b. CEO, Ironclad Performance Wear
    - c. Global Head of Compensation and Benefits, Allianz Global
    - d. Professor William Hernandez Requejo, JD
  - FTMBA Negotiations 2021
  - Undergraduate Negotiations 2008
  
- **Talent Strategy and Management**
  - FEMBA Talent Strategy & Management 2012-2013, 2015
  - Guest speakers:
    - a) President, International Digital Sales, 20<sup>th</sup> Century Fox
    - b) SVP, Worldwide Human Resources, 20<sup>th</sup> Century Fox
    - c) VP, Talent Strategy and Management, the American Cancer Society
    - d) Global Head of Compensation and Benefits, Allianz Global
    - e) Senior Partner, Talent Assessment and Selection, RHR International
    - f) VP, Human Resources, ENAVATE Holdings, Inc.

### UC San Diego Rady School of Business 2024

- Masters of Accounting Course – Strategic Communications

### Loyola Marymount University-Los Angeles

#### College of Business Administration

2002-2010

- MBA Courses – Negotiations, Strategic Human Resources Management and Career Planning
- BBA Courses – Negotiations, Professional Development & Career Planning

### UCLA Extension

2000-2007

- Certificate in Human Resources Management, Human Resource Development

### Executive Education: UCI Merage

- Merage Institute 2023-present
  - United States – Israel Innovation Bridge Executive Leadership Program
  - Lean Launchpad 45+ & Women Entrepreneurs
- QTC Leadership Program 2019
  - Coaching for Engagement
- Certificate in Leadership of Healthcare Transformation 2013-2015
  - Transformational Leadership
    - Executive Practitioner, Dr. Michael Weiss, VP, CHOC Health Alliance
- Microsemi Leadership Academy 2015
  - Elements of Strategic Alignment
    - Executive Practitioner: EVP & Chief Strategy Officer
  - Influence and Leadership
    - Executive Practitioner: President & COO
- Ingram Micro Leadership Academy 2013
  - Influence and Leadership
    - Executive Practitioners: CEO and EVP of Worldwide HR
- Hyundai USA Leadership Academy 2013
  - Influence and Leadership
    - Executive Practitioner: CEO

### Workshops: UCI Merage

- UCI Provost's Leadership Academy 2020
  - Negotiations and Conflict Management
    - Former Dean Andy Policano
- Dean's Leadership Circle Workshops
  - Phoenix of Failure: When Strategy Execution Goes Wrong 2016
  - Phoenix of Failure: Leading Through Mistakes, Mishaps and Blunders 2015
- EMBA - Sustaining Growth in a Global Enterprise: CEO's Perspective 2015
  - Guest speaker and class facilitator for former Dean Andy Policano
- Alumni Panel Moderator: (2015, 2010, 2005, 2000, 1995, 1990, 1985, 1980) 2015
  - Carlos Amaya, MBA '05, Senior Consultant, Deloitte
  - Nathan Franke, MBA '85, CFO and EVP, Resources Global Professionals
  - Cathy Mesnik, FEMBA '05, Executive Director, Analytics & Data Intelligence, St. Joseph Health
  - Ariela Tannenbaum, EMBA '95, EVP, Finance, Allianz Asset Management of America
- New EMBA & HCEMBA Student Orientation 2012-2015
- Negotiation Workshop for EMBA & HCEMBA Alumni 2013
  - With co-faculty Chris Bauman, Lisa Barron
- Lean In – FEMBA Women in Business, Brown Bag Lunch Inaugural Session 2013
- Students for Industrial-Organizational Psychology 2013
  - What is I/O Psychology? With Oakley, Taco Bell VPs, Organization Development
- AACSB USC/UCI Bridge Program 2011
  - Teaching Methods for Learning - The Case Method
- Coaches as Leaders of Collegiate Athletes 2010
  - Millennial Generation Edition, Michael Izzi
- EMBA & HCEMBA Spouse Orientation 2009-2010

## Podcast Series

In November 2020, Dr. Padernacht launched Tapping Wisdom, an podcast interview series dedicated to deep dialogue and learning with thought leaders, sages and mentors in business, healthcare, leadership, academia, and strategy. Listed alphabetically, recorded 2020-2024.

1. Anita Polite-Wilson, PhD: Leading an Organizational Culture of Belonging
2. Anita Rowe, PhD & Lee Gardenswartz, PhD - Diversity, Inclusion, and Emotional Intelligence
3. Beverly Kaye, PhD - Navigating Careers and Engagement
4. Dave Jamieson, PhD - Re-Thinking Leadership
5. Dave Jamieson, PhD - Use of Self: Leaders & Leadership Coaches
6. Dean Bernadette Boden-Albala, DrPH: Health Misinformation - Clinician Burnout, Public Health and Future Implications
7. Dean Ian Williamson, PhD - Global and Local Visionary Leadership
8. Donny Suh, MD, MBA: A Global Medical Mission "Flying Eye Hospital" and Physician Purpose-Driven Wellbeing
9. Dung Trinh, MD: Advances and Progress in Memory Loss and Alzheimer's Disease
10. Felix Aguilar, MD, MPH, MHCM - COVID-19 Pandemic Physician Leadership Practices
11. Gabe Charbonneau, MD: Fighting Burnout at Medicine Forward: Changing Healthcare Systems with Physician Agency
12. Greg Autry, PhD: Exploring Space Leadership
13. Harvey Castro, MD, MBA: AI in Healthcare: Impact of Artificial Intelligence on the Healthcare Industry and Physician Burnout
14. Jack Zenger, PhD - Building a Culture of Feedback
15. Leonard D. Lane, DBA: Leading, Learning, Innovating: Developing Strategy in a White Water World
16. Marshall Goldsmith, PhD - Leadership Coaching Mastery
17. Paul Zak, PhD - Science of Trust in Leading High-Performing Teams
18. Sadie Elisseou, MD: Trauma-Informed Care for Patient and Physician Wellbeing
19. Vice Chancellor Doug Hayes, PhD - Leading Black Thriving in Higher Education
20. William Hernández Requejo JD: Global Business Negotiations – Evolution and Future Trends

## Media / Recorded Resources

Listed alphabetically, recorded 2019-2024.

- [Close Up Radio with Jim Masters: Spotlight on Leadership Coaching](#)
- [Close Up Radio with Jim Masters: Spotlight on Building a Successful Coaching Practice](#)
- [Coach training - Coaching Clients Through Failure](#)
- [DocWorking – The Whole Physician Podcast: How Physicians Can Become Better Negotiators](#)
- [Executive Next Practices: Breaking the Discomfort of Talking About Race](#)
- [Hope for Healthcare Podcast: How to Identify and Overcome Common Leadership Derailing Behaviors](#)
- [KUCI Change Agents with Oswaldo Diaz, MBA: Leadership Journey and Organizational Culture](#)
- [LungCast with CMO Al Rizzo, MD: The Health Crisis of Physician Burnout](#)
- [Power of Connection in Biz: Leading and Managing in a State of Flux](#)
- Well-Being Connector @ Coalition for Physician Wellbeing: Physician Burnout Positionality, Research, & Practice, August, 2024 release

## Public Speaking: Corporate and Other Universities

- Healthcare Burnout Symposium at UC San Diego Health** 2024
- Negotiate to Self-Advocate to Mitigate Physician Burnout
- Graduate Management Admissions Council (GMAC)** 2023
- Understanding and Managing Burnout for Managers
- Executive Next Practices (ENP)**
- Boundaryless Innovation – Talent, Tech & Value Creation 2023 Conference: 2023  
Understanding and Managing Burnout Organizational Adaptability
  - HR Leads the Rebound – Innovation, Inclusion, & Reinvention SPARK Talks: 2020  
Breaking the Discomfort of Talking About Race  
<https://youtu.be/XyjjYMRXuDk?si=6jMD8PZwmp9YT7SO>
- International Coach Federation** 2021
- Coach training - Coaching Clients Through Failure  
<https://www.icfla.org/product/teleclass-coaching-clients-through-failure/>
- Loyola Marymount University-LA, College of Business Administration** 2002-2010
- Panel: Emotional Intelligence and Leadership
  - Panel: Leadership in Turbulent Times
- Georgetown University and Gallaudet University** 2005-2007
- Certification in Emotional Intelligence in the EQ-i: Assessment, Feedback and Coaching
    - Faculty - academic and clinical, Staff - mental health, psychiatric, counseling
- UCLA Extension** 2000-2007
- Team Facilitation and Development Skills
  - Achieving Customer Satisfaction



## Corporate / Leadership Experience

### **Chief Learning Officer/Vice President, Talent & Organization Development (T&OD)**

**Tribune Publishing**

2015-2018

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Recruited to this corporate leadership role with over 30 years of experience to: (1) re-build the T&OD department across 11 U.S. markets to support ~7,000 employees, and (2) align organizational, leadership and employee development strategies with the company's digital transformation strategy to drive revenue, productivity and change. Accomplishments include:

#### **Digital Transformation in Sales to Drive Digital Advertising Revenue**

- Aligned T&OD initiatives to Digital Advertising Sales and Sales Management strategies, goals and processes for management and reps, in consultation with the Advertising Sales and Marketing Executives across 10 markets. Examples: Strategic Selling, CRM, Interactive Advertising Bureau certification, Google Ad Words and Analytics certification.
- Developed digital transformation learning roadmaps by market and job family with Advertising Sales and Marketing Executives to transition the workforce and customers to digital delivery of advertising content across multiple digital platforms.
- Hired a seasoned Digital Advertising Sales Training Executive from the Washington Post, leading to substantial improvement in the quality, reach and impact of learning strategies.
- Mentored the T&OD team to use organization development consultative and coaching approaches to accelerate new capabilities adoption to drive performance improvement.
- Contributed to closing the \$200M gap in 2016 revenue, leading to the achievement of company's EBITDA target by re-organizing and re-staffing the function, taking an organizational development approach, redirecting priorities, standards and delivery tools.
- Educated and coached Advertising Sales and Marketing Executives and Managers about change management concepts and tools to facilitate Sales' digital transformation. Emphasis was placed on empowering teams to be agile and adaptable in times of significant change to boost morale and accelerate digital revenue results.

#### **Newsroom of the Digital Future to Drive Digital Delivery of Content and Revenue**

- Designed, implemented and managed a year-long Executive Development Program to address newsroom leadership succession across 10 markets. Program goals were:
  1. To expand and build readiness in the nationwide succession pool of business unit leaders,
  2. To promote cross-functional cooperation and collaboration among the leadership cohort as an enabler of digital transformation nationwide,
  3. To develop this cohort's "Newsroom of the Future" skills and knowledge, including new business models that will sustain the company and industry in the digital age.
- Consulted with Newsroom executives and managers to customize Digital Journalism e-learning strategies to the performance and learning needs of their teams in balance with the demands of the job of reporters, photographers and videographers. Of strategic importance is to adjust story-writing across multiple platforms (print, mobile, social, website, blogs, etc.) and engaging the digital audience.
- Coached the T&OD team across multiple markets to consult with Digital Operations executives to launch a state-of-the-art Content Management System from the Washington Post. Advised on change management approaches to customize training planning to each Newsroom role as well as to shape management practices to ensure efficiency in new systems adoption.

## Corporate / Leadership Experience (cont'd)

### Transformation in Talent Development, Organization Development and Human Resources

- Re-built and managed a culturally and generationally diverse team of six direct reports nationwide, continually aligning initiatives for consistency and local customization; developed each team member to adapt to transformational change to support their own resilience and to enhance the impact of their performance-focused learning and development strategies.
- Created and managed the company's executive coaching program, and serves as an internal executive coach to members of the senior leadership team as they drive digital transformational change.
- Re-designed and re-implemented a performance management process called "Performance Achievement." Eliminated ratings and rankings to promote a culture of ongoing performance and development dialogue; trained all levels of management in Planning Performance, Providing Fair and Factual Feedback and Coaching in Times of Change. Coached the T&OD team to train employees in Managing One's Own Performance and Learning from Coaching Discussions. Increased ease of use of the online performance management tool in the company's HRIS and collaborated with HR to ensure efficient tracking.
- Managed a department budget of \$4M+, setting salary strategy, vetting and managing external vendors and contracts, and allocating funds for daily operations to bring projects in on budget and to maximize savings.
- Overhauled and re-built company's eLearning strategy, re-negotiating contracts with vendors, selecting and negotiating contracts with new vendors such as Degreed, to build a learning organization through online self-service learning and social learning collaboration that fosters knowledge and expertise sharing. Re-directed and coached Learning Management System staff to ensure hundreds of technical, professional, and management training courses were implemented companywide.
- Brought the company into compliance with federal and state regulatory training requirements (OSHA, HIPAA, SOX, Harassment Prevention in the Workplace, etc.)
- Led the implementation of a blended learning approach to executive, management, sales, and professional development training nationwide (classroom, webinar, mobile, peer coaching, online social collaboration, manager coaching, T&OD coaching).
- Led a Korn-Ferry competency-based approach to align Talent Acquisition with Talent & OD including assessments, interview guides, manager and recruiter training.
- Implemented a Talent Acquisition Sales candidate assessment called Objective Management Group to elevate the quality of sales candidates and improve match-fit of selected candidates to digital ad sales roles and company culture.

### Corporate Experience

1983-1999

VIKING OFFICE PRODUCTS (Office Depot), Director, Global Training & Performance Management, Los Angeles, CA  
SECURITY FIRST GROUP (Met Life Insurance), Manager, HR & Organization Development, Los Angeles, CA  
LOS ANGELES TIMES (Times Mirror), Senior Human Resources Development Consultant, Los Angeles, CA  
SWISS BANK CORPORATION and BANK LEUMI TRUST COMPANY, Training and Development Consultant, NY, NY  
AMERICAN MANAGEMENT ASSOCIATION, Management Competency Institute, Management Researcher, NY, NY

**Corporate / Leadership Experience (cont'd)**

**Ncline Leadership Strategies Corporate Client List**

<p>20<sup>th</sup> Century Fox          401K Advisors          Affinity Investments          American Cancer Society          American Management Association          Amgen, Inc.          Arena Pharmaceuticals          Arden Realty Corporation          Blackboard Inc.          BOB Executive Search          California Polytechnic, Pomona          California State University, Los Angeles          Capital Records          City of Lake Arrowhead          Citrus Valley Health Partners          Community Health Coalition of Los Angeles          Cumming Corporation Construction and Property Management          Delphi Display Systems          Experian Consumer Direct          Experian Interactive Media – Core Digital Media          Federal Reserve Bank of San Francisco          Gallaudet University          Georgetown University          Greenpoint Technologies          Herbalife          Hillside Memorial Park and Mortuary          Hunter Industries Irrigation Sprinkler Systems          Hyundai North America          IHOP Corporation          Ingram Micro          Jafra Cosmetics International          Infotrieve Document Delivery Services          Initiative Media–North America          KnowledgePoint, Inc.          LBS Financial Credit Union</p>	<p>Los Angeles County Dep’t. of Public Works          Los Angeles County District Attorney’s Office          Los Angeles Times          Loyola Marymount University          Marine Terminals Corporation          Mercury Insurance Company          Microsemi Corporation          Multi-Health Systems Publishing          Nasoft USA          Naval Fac. Engineering Systems Command SW          Niagara Bottling, LLC          Noven Pharmaceuticals          Office Depot          Orange County Sanitation District          Orange County Transportation Authority          Orchid Orthopedics Solutions          Outrigger Hotels, Guam          Riordan Leadership Institute          SDC Technologies, A Mitsui Company          Southern California Edison          Spirent Communications Inc.          Suzuki Motor of America          Targus Americas          Technology Credit Union          TLC - Total Lighting Concepts          Tribune Publishing          Toyota Financial Services          UCLA Medical Center          Umpqua Bank          Universal Studios / Universal Music          Taleo Corporation          Technology Credit Union          Verify - Aerospace Quality Services          Weber-Shandwick Investor Relations          WesCorp Corporate Credit Union          Woodbury University          Woodfinn, Inc.</p>
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## Nonprofit Experience

### **American Lung Association**

2010-present

- National Board of Directors <https://www.lung.org/about-us/our-leadership/sue-padernacht>
  - Public Policy Committee
  - Executive Succession and Professional Development Sub-committee
  - Diversity, Equity, and Inclusion Board initiative
  - Starting July 1, 2025 – Audit and Risk Oversight Committee
- State of California Board of Directors
  - CEO Advisory Committee
  - Governance Committee
  - Audit Committee
  - Advocacy for lung health promotion and disease prevention programs, legislation
  - Fundraising for LUNG FORCE galas, walks and climbs
- National Committees
  - Learning Management System Committee
  - National Volunteerism Committee
- Los Angeles Board of Directors, 2010-2014

### **InterSem**

2010-2022

Primary role: Facilitation of inter-faith dialogue.

- Founded in 1971, InterSem is a retreat that builds relationships and bridges between religious denominations by increasing knowledge and understanding of other religions. The purpose is to provide a safe and open forum for students to engage in deep dialogue designed to increase mutual understanding and appreciation so they will advocate for cultural diversity, religious pluralism and friendship in their own communities.
- 100 seminarian students attend annually from St. John's Seminary, Claremont School of Theology, Fuller Theological Seminary, Hebrew Union College, American Jewish University and Academy for Jewish Religion.

### **Trust Talks:**

#### **A conversation about race, public safety and the state of Downtown LA**

2015-2017

Primary role: Diversity & inclusion facilitation of inter-racial, homeless and community dialogue.

- In response to the national and local outcry to officer-involved shootings, the Downtown Clergy Council gathered together key members of the Downtown Los Angeles community to address problems and seek solutions in policing and public safety.
- Community member participants include the LAPD, the homeless community and advocates, residents, business owners and service providers.
- Facilitators include: LA County Human Relations Commission, World Vision, Prison Education Project, New Ground: Muslim-Jewish Partnership for Change, Academy for Jewish Religion.

### **American Cancer Society**

1997-2015

Primary roles: coaching, training, leadership development, talent strategy and management.

- National Lead Coach: National Leadership Development Program
- National Coach Trainer and Consultant: National Executive Coaching Program
- Chair: CEO's Talent Management Advisory Team for the State of California
- Subject Matter Consulting: National Talent Strategy, Strategic Operations Advisory Team
- Member: Regional Council, Los Angeles - facilitate staff, management, volunteer trainings

## **Nonprofit Experience (cont'd)**

### **Pacific Symphony**

2014-2015

Primary role: Co-facilitation of the Board of Directors Strategic Planning Retreat, 2015

- Recommended by Andy Policano to the President of the Pacific Symphony, John Forsythe.
- Includes planning and collaboration with WolfBrown, a nationally-renowned consultancy providing expertise in helping nonprofit arts institutions and public agencies understand their potential, set priorities and fulfill their promise through research and evaluation, strategic planning, resource development and capacity building.
- Facilitation of “DreamLabs,” the musician’s innovation team.

### **Riordan Leadership Institute:**

#### **Junior Chamber of Commerce, Downtown Los Angeles**

2014-2015

Primary role: Faculty with experience in nonprofit governance.

- Designed and conduct Executive Board Leadership Training – a one-day consolidated class designed for corporate executives who are new to nonprofit Board membership.

#### **United Way of Los Angeles: Kellogg Training and Consulting Center (KTCC)**

1992-1999

Primary roles: Board member, certified trainer and community facilitator.

- Member of the Board of Directors, Program Committee.
- Certified Trainer – Essentials of Successful Nonprofit Boards
- In response to the 1992 Los Angeles riots, KTCC collaborated with the National Conference of Christians and Jews and the Organization Development Network-LA to train nonprofit Boards to be more effective, compliant with governance and to shape the missions of their organizations to contribute to inter-racial and inter-community programs throughout LA.

#### **Summer Jobs Training Program: Los Angeles Times**

1992-1998

Primary roles: Program designer, trainer, and student mentor.

- In response to the 1992 Los Angeles riots, the Los Angeles Times launched a Summer Jobs Training Program aimed at city high school students. I was a member of the team the designed the on-the-job training, classroom training and mentor training and support programs. Students were selected based on applications from various nonprofits throughout the city, e.g., the Urban League, Korean Youth and Community Center, etc.
- Co-conducted the new student and mentor orientation programs, mentored students.

#### **Organization Development Network-Los Angeles**

1985-1996

Primary role: Chair of the Board, Community Outreach, and conference committees.

- Chair of the Los Angeles Board, 1992-1996, served two terms.
- Community Outreach Board Member, 1991-1992. Initial efforts focused on corporate outreach. Following the 1992 LA riots, efforts focused on collaborating with KTCC and NCCJ to provide volunteer trainers and facilitators to facilitate inter-racial and inter-community dialogues and programs in the South-Central LA and Downtown LA communities.
- National Conference Program Committee Member, 1989-1991 (1991 Long Beach conference.)
- National Conference Career Development Committee Member, 1985-1986 (1991 New York City conference.)

## **Memberships**

- American Psychological Association
- Association for Talent Development
- Columbia University, Teachers College Alumni Association
- Executive Next Practices Institute
- International Coach Federation – National and Los Angeles chapter
- Private Director's Association – Southern California chapter
- Society of Human Resources Management
- Stony Brook University Alumni Association
- University of Southern California Alumni Association
- Women Corporate Directors / Board-Next – National and Los Angeles/Orange County chapter