

David H. Lee

Leader in Cross-Organizational Communication and Processes

Senior change management consultant, master communicator, and creative, systems thinking problem solver with expert-level experience in leading, managing, facilitating, and coaching. Background includes successful positions in management consulting, senior management, small business management, scientific research and development, and systems and software engineering, spanning positions in government, aerospace, and entrepreneurial enterprise.

Professional Skills and Strengths

- Key strengths
 - Leadership
 - Management and supervision
 - Decision making
 - Problem solving
- Expertise
 - Relationship management, individuals and organizations
 - Change management
 - Communications planning
 - Organizational development
 - Strategic planning
 - Management systems engineering
 - Process design and implementation
 - Management consulting
 - Research and development
 - Technology development processes
- Communication skills
 - Cross-functional communication
 - Interpersonal communication
 - Coaching, executive and management
 - Conflict resolution, individuals/groups
 - Facilitation
 - Training
 - Writing: technical, business, popular lit
 - Public speaking, presentations
 - Graphical design
- Other strengths
 - Multi-tasking, flexibility
 - Collaboration
 - Ideation
 - Innovation, creativity
 - Research, analysis
 - Synthesis

Selected Accomplishments

- President and Founding Principal of Strategic Perspectives LLC, a profitable management consultancy, since 1993. Specialize in bringing balance among the human, technical/scientific, and procedural components of technical companies and organizations. Advised executive management on organizational change, organizational development, strategic transformation planning, process management, and cross-functional communication/collaboration.
- Led range of cross-functional projects involving a wide range of audiences over a period of nine years for the current FedEx CIO during his rise from VP to CTO to CIO. He sent a note of thanks as a VP: "Once again, you have made me look smarter than I really am."
- Resolved conflict between two owners of a small company. Each believed only resolution was to dissolve the company; employee moral and efficiency were low. Repeatedly coached each independently and then met with them together. They each admitted to errors, understood the other's perspective, and agreed to roles that continue to serve them today.
- Facilitated a local non-profit group of volunteers from broad disagreement to producing a concise written mission statement in a one-hour meeting. Participants broke out into spontaneous applause as statement was completed.
- Facilitated development of a comprehensive, stage-gate product management process for the international, technology-intensive customer automation division of FedEx. Selected a team of individuals from five different groups and led the in-depth design. Effort became known for the numerous innovative features and seamlessness across organizations that hadn't worked well together in the past.
- Professional speaker on various business and motivational topics; most recent presentation is titled "The Power of Perspective" and encourages attendees to understand their own and others perspectives to strengthen relationships and communication.

David Hiatt Lee (Continued)

- Authored scientific and business journal papers, proposals for non-profit grants and business contracts, and articles in the popular literature. According to a Dallas entrepreneur: “Best writer I’ve ever known.”
- Co-developed and of regularly taught (over nearly 5 years) a full-day workshop on a specialized approach to software project selection. Was based on teamwork and quantitative (cost/benefit) assessment. Average student evaluation scores for classes were 5 of 5 points for every category.
- Called “probably the best people manager at Ford Aerospace” by division organizational development manager for role as division department manager. Praised by employees.
- At Ford Aerospace/Loral, directed the Systems Technology Department of 45 people with wide-range of specific skills. Directly accountable for strategic planning, R&D proposal management, laboratory management, technology infusion and transition, project and program management, and supervision of managers, scientists and engineers, at least half with PhDs or MSs. The Corporate Vice President of Technology praised Division Strategic Technology Plans as "excellent" and "the best Technology Plan in the company." Propelled division from arbitrarily bidding one program to organized identification of 65 programs two years later; achieved a 100% win record in the last year and 86% overall.
- Facilitated FedEx IT senior staff off-site planning meetings for five years. Called “a master facilitator” by the CIO. Multiple interventions with between other groups with director to professional level participants.
- Successfully implemented five large consulting projects during last 13 years involving software development portfolio management, project selection, and work request prioritization.

Employment History

Strategic Perspectives LLC, Colorado Springs, CO

President and Founding Principal Consultant

Lockheed Martin/Loral Aerospace/Ford Aerospace, Colorado Springs, CO

Advanced Systems Technology Department Manager
Manager of Division Research and Development Programs
Manager of Division Technology R&D Business Development
Scientific Systems/Software Engineer

Naval Environmental Prediction Research Facility, Monterey, CA

Research Meteorologist

Community Leadership

Pikes Peak Consultant’s Roundtable

Co-founder, 2006
Leader and mentor since founding

Rocky Mountain Technology Alliance

Executive Committee Member – Last 4 years
Opportunity (Member Value) Committee Chairperson
Liaison Committee Chairperson

Colorado Springs Children’s Chorale

Operating Board Member – 4 years
Fundraising Chairperson – 2 years

Colorado Institute for Artificial Intelligence/Colorado Advanced Software Institute

Chairman of Operating Board – 2 years
Board Member – 7 years

Education

MS-Meteorology, University of Wisconsin, Madison, Wisconsin
BS-Engineering in Meteorology, University of Michigan, Ann Arbor, Michigan