



# GARY FRANK

**"MEANINGFUL ENGAGEMENT IS THE MOST POTENT INGREDIENT OF ANY ORGANIZATIONAL CHANGE."**

Organization Design

Transformation

Thoughtful Interventionist

## CHANGE AGENT

- Organization and work system design – integrating strategy, structure and process
- Multiple organization-wide, deep transformations
- Executive leadership and team development

## THOUGHT LEADER

- Co-creator of Fast cycle, Full Participation organization redesign
- Creator of [thechangekit.com](http://thechangekit.com)
- Creator of the Team Performance Inventory

## CO-CREATOR OF CHANGE

- *Creating conditions for deep engagement in organization design and change*
- *Facilitating engagement in designing, refining, and implementing organization redesign*

## DEVELOPER OF NEXT LEVEL LEADERS

- Designed leadership development programs for Microsoft Global Services and Jeppesen Aviation
- Developing and coaching leaders in public, private, and non-profit sectors

## WORK EXPERIENCE & EDUCATION

- Graduate faculty, University of Colorado
- Internal Org. Dev. consultant, Storage Technology and Microsoft
- Owner and Principal, Performance Development Associates Colorado
- PhD. University of Colorado
- BA Ohio University