Gordon Steinberg

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EXECUTIVE DIRECTOR—NOT-FOR-PROFIT ORGANIZATIONS

Senior Manager with 20 years of experience providing creative leadership to enterprises across the entire **.com**, **.org**, **.edu**, and **.gov** spectrum. Committed to the concept of "emotional intelligence" and applying the necessary balance of hard and soft management skills to help organizations reach their full potential. Recognized as a master relationship-builder able to quickly galvanize staff members, volunteers, and community stakeholders around an organization's mission and vision.

- **Exceptional history of P&L performance and Board accountability**
- **Demonstrated ability to lead through change and create organizational resiliency**
- **Expertise negotiating/building partnerships between non-profits and the private sector**
- **2009 Masters Degree in Non-Profit Leadership, Seattle University**
- **Gifted mentor able to attract, train, and motivate individuals/teams to peak performance**
- **Deep network of relationships with local decision-makers and influencers**
- **Skilled at championing public policy via legislative advocacy and governmental affairs**

HIGHLIGHTED ACCOMPLISHMENTS

- As Deputy Commissioner for the OR State Office of the Insurance Commissioner, **managed a $22M budget**, **led a staff of 180** direct and indirect reports, and helped write/guide/execute the organization's **five-year strategic plan**.
- Co-led **capital campaign projects** for two local not-for-profit human service agencies; provided sound oversight and fundraising leadership on these projects, working with board, staff, and key contributors to achieve campaign goals.
- Served as a **Community Board Member** advocating for at-risk youth at ChildHope; chaired the Fund Development committee that set, met, and exceeded fundraising targets via a series of high-visibility luncheons, auctions and donor appeals.
- Held multiple board positions (including **Board President**) with a local not-for-profit agency, Senior Services, that served the needs of older adults; additionally served on the Executive Committee team that hired and evaluated a new Executive Director.
- Extensive **public speaking background**; have delivered over 20 policy-related presentations at local/national conferences, in addition to providing testimony and successfully lobbying the Washington State Legislature on multiple occasions.

EMPLOYMENT HISTORY

Pacific University, Tacoma, WA 2008-Present
Corporate Relationship Manager
Recruited by Pacific University into this one-of-a-kind position focused on building new relationships between the University and the private sector. Aggressively promote the University's mission via special events and outreach presentations to local businesses, trade associations, venture capitalists, community leaders, and government officials.

- Have secured 70+ funded projects to date for the school's MBA and Undergraduate students.
- Responsible for forging innovative new partnerships with prominent local organizations that include Microsoft, Costco, Brooks Sports, Expeditors International, Intermec, Nordstrom, Physio-Control, Door-to-Door Storage, WetPaint, Nokia, Oberto, Weyerhaeuser, Coinstar, Jones Soda, and All Star Directories.

HealthWorks, Seattle, WA 2006-2007
Director, New Business Development & Sales
Hired, trained, and managed the business development team for this startup health plan, focused on new enrollment growth. Managed all sales operations and held full P&L responsibility. Led efforts to develop broad-based strategic alliances with leading partners. Established the organization's new strategic sales direction. Provided leadership with introductions to new key customer relationships. Demonstrated tremendous resourcefulness within a start-up environment.

- Directed and led a series of sales initiatives that led to enrollment of over 1,800 new members.
- Played key role in organizational revenue growth from $5M to $10M.

Group Health Cooperative, Seattle, WA 1999-2006
Director, Business Development
Led comprehensive sales/marketing plans aimed at helping this leading regional health insurance organization to meet critical revenue and growth objectives. Responsible for sales strategy, direction, and oversight of several specific health service business lines. Expanded sales distribution channels.

- Lowered the voluntary disenrollment rate to 4% (industry average is 10%).
- Launched web sales portal that attracted 3,200 members in a single year, exceeding projections.
- Developed and launched new product strategies that resulted in 4,300 new enrollees in 2005.

Oregon Insurance Commissioner's Office, Salem, OR 1996-1999
Deputy Commissioner
Managed $22M budget, directed staff in five statewide offices, and oversaw all agency operations including legal and legislative affairs, regulatory compliance, public policy, human resources, broker/company relations, and consumer advocacy.

- Authored and implemented the agency's 5-year strategic plan as part of senior executive team.
- Represented the agency to Legislators, the Governor's office, and the press.
- Developed strategic relationships with state officials, key stakeholders, and community leaders.

Deputy Commissioner, Consumer Advocacy 1994-1996
Led State agency that provided advocacy for upwards of 150,000 consumers per year.

- Reorganized a demoralized division of 30 staff into a team of highly-motivated employees.
- Investigated over 10,000 cases involving potential insurer misconduct.
- Acted as chief negotiator for a new union-management contract.

Deputy Commissioner, Statewide Health Insurance Programs 1993-1994
Actively managed eight staff and 300 volunteers who educated, assisted, and advocated for senior consumers on health insurance matters.

- Inherited a languishing, low-visibility department and transformed it into a "model" program.
- Increased consumer contacts from 7,000 to 30,000 served per year.

Sales Manager, TeraWatt Software Corporation 1990-1992
Analyst, Cascadia Computer Services 1986-1989
Assistant Manager, Louvre Lite, Compiègne, France 1984-1986

EDUCATION & TRAINING

Masters of Nonprofit Leadership, Pacific University, Tacoma, WA (graduate 12/2009)
Curriculum includes: Fund Development, Strategic Marketing, Program Evaluation, Strategic Planning, Financial Analysis, Persuasive Communications, Service Quality

Executive Management Program Certificate, University of OR, Eugene, OR (1996)
Bachelor of Arts, Seattle University, Seattle, WA (1984)