

LIZ FIELD

1863 NW Aspen Avenue
Portland, OR 97210
503-222-7668
efield@ch2m.com

- EMPLOYMENT** **Summary** – More than 20 years of experience, in over 30 countries, in strengthening the leadership, strategy, effectiveness and efficiency of organizations.
- 2007-present** **Portland Community College Foundation** Portland, OR
Interim Executive Director
- Developing strategy and building organizational capacity for growth, in collaboration with the board and managers. Lead staff team and operations of this \$3.5M philanthropic foundation.
- 2000-present** **Organizational and Management Consultant** Portland, OR (see attached client list)
- Working with clients to create lasting solutions to management challenges, focusing on:
- **Organizational Development.** Assess and develop organizational strategy and policies, governance and board operations, business processes, human resources and partnerships.
 - **Process Facilitation.** Plan and facilitate multicultural team sessions aimed at charting strategies, priorities and action plans, and building consensus on complex issues.
 - **Financial and Operational Analyses.** Conduct analyses aimed at improving the effectiveness and efficiency of organizations, as input to broader planning initiatives.
- 1989-1999** **The World Bank Group** Washington, DC
- 1995-1999 **Policy Support Division, Corporate Secretariat**
Operations Officer / Seminars Program Manager
- **Board Operations and Policy Support.** Facilitated strategic World Bank board decision-making through assorted consultative initiatives. Prepared briefings advising the chairman on strategic/policy issues facing the board. Supported the board's evaluations subcommittee, facilitating meetings' management and drafting papers on focal issues.
 - **Program Development and Management.** Managed the World Bank and International Monetary Fund's Annual Meetings Program of Seminars, from its development as a pilot program to a self-supporting event. The 1998 Program drew 3,000 "thought leaders" to address the global economic situation, and attracted significant corporate sponsorship.
- 1989-1995 **Consultative Group on International Agricultural Research (CGIAR) Secretariat**
Management Specialist
- **External Reviews.** Managed all phases of comprehensive reviews of CGIAR institutes, worldwide. Developed review guidelines, planned, organized and facilitated the review process. Participated in assessing all aspects of center strategy, organization and management, formulated recommendations and reported on findings. Served on reviews that were catalysts for profound institutional change.
 - **Management Advisory Services.** Served as institutional specialist on diverse initiatives. Conducted self-assessment surveys of CGIAR centers' boards, analyzed data and prepared reports instrumental in enhancing performance. Managed global search process for chair of CGIAR's Technical Advisory Committee. Undertook study on governance, organization and financing to guide deliberations on CGIAR restructuring.

- 1986-1989** **International Institute of Tropical Agriculture (IITA)** Ibadan, Nigeria
Management Systems Analyst (special assistant to the Director General)
- **Personnel System Restructuring.** Reviewed and restructured IITA's personnel system and compensation practices (applying to 1,400 staff), as internal member of change-management team. Surveyed practices across industries in Nigeria and developed new staff classification system, salary structure and benefits package; assessed staff placement in new system; projected financial implications of restructuring options.
 - **Operational Efficiency Reviews.** Explored means of increasing IITA's efficiency through policy reform. Analyzed implications of Nigerian currency devaluation on IITA programs and identified opportunities for realignment. Analyzed cost-benefits of various in-house and out-sourced services, along with alternatives, and recommended new approaches.
- Summer 1985** **World Monuments Fund** New York City, New York
Consultant, Latin American Program
 Developed master plan for program to provide technical and financial aid to Latin American nations for preservation of historic sites and museum collections. Organized program advisory network, identified regional priorities, explored funding options, visited prospective sites in Mexico to discuss program strategies and project proposals.
- 1983-1984** **Municipal Finance Corporation** South Bend, Indiana
Project Analyst
 Evaluated profitability of reactivating retired hydroelectric facilities in northeast United States. Assessed condition of facilities, possibilities for development, and prospects of selling power; conducted feasibility study and prepared investment plan.
- 1981-1983** **Kraushaar Galleries** New York City, New York
Assistant to the Director
 Involved in all aspects of operations of 20th-century American art gallery, including exhibitions, artist and customer relations, marketing and sales.
- EDUCATION** **Yale School of Management** New Haven, Connecticut
 MBA – Finance, 1986
 Rockefeller Brothers Fund Fellow
- Amherst College** Amherst, Massachusetts
 BA – Fine Arts, Political Science, 1981
 Magna cum laude, Phi Beta Kappa, Amherst Memorial Fellow
- COMMUNITY** Board member, Wallace Medical Concern
 Chair, Health and Wellness Vision Council, United Way of the Columbia-Willamette
 Member, Community Impact Cabinet, United Way of the Columbia-Willamette
 Former Research Committee member, Portland City Club
 Member, Oregon Program Evaluation Network

CLIENT LIST As consultant (partial list):

Nike Foundation, Portland, Oregon
Mercy Corps International, Portland, Oregon
World Monuments Fund, New York, New York
Helen Keller International, Dhaka, Bangladesh
Trillium Artisans, Portland, Oregon
Portland Community College Foundation, Portland, Oregon
Economic and Financial Analysis, Vancouver, Washington
Western United States Agricultural Trade Association, Vancouver, Washington
City of Bonita Springs, Florida
City of Eugene, Oregon
City of Kenai, Alaska
City of Mount Vernon, Washington
City of New York, New York
City of Portland, Oregon
City of Provo, Utah
City of Salem, Oregon
City of Vancouver, Washington
City of Wilsonville, Oregon
US Environmental Protection Agency

As World Bank employee (participant in external reviews):

Asian Vegetable Research and Development Center (AVRDC), Taiwan
Centro Internacional de Agricultura Tropical (CIAT), Colombia
Centro Internacional de Mejoramiento de Maiz y Trigo (CIMMYT), Mexico
International Center for Agricultural Research in the Dry Areas (ICARDA), Syria
International Crops Research Institute for the Semi-Arid Tropics (ICRISAT), India
International Food Policy Research Institute (IFPRI), USA
International Laboratory for Research on Animal Diseases (ILRAD), Kenya
International Livestock Centre for Africa (ILCA), Ethiopia
International Service for National Agricultural Research (ISNAR), The Netherlands
International Water Management Institute (IWMI), Sri Lanka
West Africa Rice Development Association (WARDA), Cote d'Ivoire