

**Curriculum Vitae
Lucy E. Garrick, M.A.
Principal Consultant**

NorthShore Group
4119 E Edgewater Place, Bldg G #178
Seattle, WA 98112
206-335-5635
lgarrick@northshoregroup.net

Education

Antioch University Seattle
Seattle, Washington
Master of Arts, Whole Systems Design/Organization Systems Renewal
Thesis Project: "Developing Leadership At All Levels Of In Organization 2005.

University of San Francisco
San Francisco, California
Bachelor of Science, Information Systems Management

Professional Training and Certifications

Leadership Spectrum Profile, Certified Trainer, M. Lippitt PhD, 2010
Agile Project Management, Certified Scrum Master, 2009
Scenario Planning, Organizational Design Forum, 2009
Myers-Briggs Type Indicator, CAPT, 2005
Family Systems Therapy, Satir Transformational Therapy, 2005
Leadership 360, Kouzes and Posner, 2005
Change and Transition, Certified Trainer by W. Bridges, 2001

Teaching Experience in Higher Education

2008-2010, Adjunct faculty, Bellevue College, Adult Education Business and Professional Development Leading Collaborative Teams
2003, Guest faculty, University of Washington, Business School, Segmentation Research for Business Entrepreneurs

Work Experience

2001 – Present, NorthShore Group
Founder, Principal Consultant, Leadership Coach
Providing Organization and Leadership Consulting and Coaching. Sample Clients:
University of Washington, OSR Graduate Program at Seattle University, ING Direct,
Executive Service Corps of Washington State, The Nature Conservancy, Boeing
Employees Credit Union, Health Services Northwest, City of Bellevue, Seagate
Technologies, Multnomah County Library, Sno-Isle Library Foundation, Shoreline
Community, College Center for Learning Connections.

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2009 – Present

Radical Inclusion, Seattle, WA

Co-founder and principal consultant

Providing consulting and coaching on virtual collaboration using Internet technology.

Sample Clients: Pegasus Systems Thinking Conference, Participative Government Project at NYU, Radical Real-Time Virtual Open Space Conference.

2000-2001

GeoTrust, Inc, Portland, Oregon, Automated Business Credentials for Online Trade

Vice President of Analytic Models

Development of conceptual and analytical models for a virtual business credential for online trade, conference speaker, government relations, development of executive/academic advisory council on trust and the Internet

1998 - 2000

The Ascent Group LLC, Portland, Oregon

Associate Consultant, Corporate strategy Clients included: Synopsis, Microsoft, HiFn Semiconductor, Ernst & Young, GeoTrust

Development of corporate business strategy in computer technology.

1997 - 1998

Fact Point Group, Los Altos, California

Consultant, Product line strategy

Clients include: Adobe Systems, IBM/Lotus, IBM Global Services, Hewlett-Packard, Oracle

Development of line of business strategy in computer technology firms.

1993 – 1997

Borland International, Software Development Languages and Tools

Scotts Valley, California

Three Successive Positions:

Director, Partner Development

Director of Corporate Research

Product Manager, Technical Services

Development of technical service business units generating \$1.7 million in revenue, planned and managed corporate research program, developed corporate and product line strategy, manage partnership programs for certified professional service partners

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1989 - 1993

PixelCraft, Inc. A Xerox Company, Manufacturer and developer of digital imaging technology and software
Oakland, California
Director of Marketing
Authored articles on application of imaging technology for businesses; speaker at industry conferences, led marketing function including marketing strategy, corporate communications and public relations

1985-1989

PacTel InfoSystems, Subsidiary of Pacific Telesis, Provider of business computer and network systems and services
Walnut Creek, California
Three Successive Positions:
IT Systems Analyst
Business Line Manager
Training Manager
Designed and lead educational training business strategy and training products, managed product lines resulting in revenue growth of 450%: \$1 million to \$450 million over 3-month period; change management for IT projects, designed and managed regional training program for a technical trial of network technology, designed group interventions to improve relations between staff and key vendors, managed key vendor relationships resulting in 32% revenue growth.

Research and Published Writing

Virtual Collaboration Benchmark Study, December 2009
Blog: Radical Inclusion Open Virtual Collaboration
Blog: Global Outlook from the North Shore, Organizational Design and Change Leadership

Garrick, L. and Eisler, R. (2008) "Leading the Shift from a Dominator to Partnership Culture," *The Systems Thinker*, Vol 19, No. 6, Cambridge, MA, Pegasus Communications, p.9-11.

Eisler, R and Garrick, L. (2008) "Holding Partnership Conversations," *Integral Leadership Review*, Vol III, No. 3, Russ Volkman, August 2008.

Garrick, L.E. (2009), "Opening Space For Virtual Collaboration," *The Systems Thinker*, Vol 2, No. 5, Cambridge, MA, Pegasus Communications, p.7-9.

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Professional Affiliations

Director of Consultant Education, Executive Service Corps of Washington State, 2010
University of Washington, Member, UW Consulting Alliance, Consultant, 2009-2010
Board Chair, Seattle University OSR Alumni Association 2007-2009
Board Chair, Pacific Northwest Organizational Development Network, 2004-2006
Board of Directors, Satir Institute of the Pacific, 2005-2006
Board of Directors, Pacific Northwest Organizational Development Network, 2003-2004
Board of Directors Northwest Academy, 2000-2003
International Leadership Association, 2004 -2010
Scrum Alliance 2009-2010

Recent Conference Presentations/Papers and Workshops

"Open Your System For Collaboration: How social media is changing organizational life and behavior?," Pacific Northwest Organization Development Network, March 2010
"Strategic Approach to Virtual Collaboration in Organizations," Berlin Change Days, November 2009
"Open Your System For Collaboration: Critical Skills for Courageous Organizations," Pegasus Annual Conference, November 2009
"The Sources of Innovation," OSR Annual Conference at Seattle University, coming June 2009
"Cultivating The Art of Peace," Seattle Art Museum, 2008
"Planning in Chaos," University of Washington, February 2009
"Transforming Leadership," at International Leadership Association Global Conference, Chicago, IL November 2006
"Engaging Leadership at All Levels of an Organization," International Leadership Association Global Conference, Amsterdam, Netherlands, November 2005
"Use of Qualitative Research in Business Planning," for University of Washington, School of Business, 2003
"Trust and Trade On The Internet," National Association of Purchasing Management, 2001