

## Coach Advisor

### Clay Cousins

Elevate Momentum



Clay Cousins is a transformational change leader and visionary entrepreneur. He uses his distinctive facilitation style and a collaborative model in leadership coaching to support individuals and organizations in reframing perspectives and embedding effective and sustainable change. Clay's abilities to connect seemingly unrelated ideas and identify innovative solutions have been shaped by his dyslexia, which was identified in early childhood. This 'out of the box' thinking and his natural ability to build and maintain relationships have emerged as his greatest strengths.

Clay is known for his ability to create optimism, energy and rapidly establish group commitment. His interactive approach to stakeholder engagement and innovative outlook has underpinned his experience and success in entrepreneurial ventures.

Clay has been actively engaged in the start-up community for over 15 years. He has provided business advisory and entrepreneurial guidance to a range of emerging companies in the telecommunications, endurance sports, events, and winemaking industries. Clay supported the growth of these diverse businesses by helping their founders set a strategic direction, shape their public voice and nurture their unique organizational cultures.

His commitment to working with small business and entrepreneurs led Clay to start his own business in 2014. The RDi Group was established to help people understand their potential, launch their ideas and realize their ambitions. Leveraging early successes and identifying further opportunity to diversify his services, Clay launched two new brands under the RDi Group in early 2016. Elevate Momentum is a consultancy firm that offers Facilitation, Coaching and HR Advisory services. Launching Ideas is a niche provider of Facilitated Peer Groups for Entrepreneurs and Small Business Owners.

Clay has over 16 years' experience facilitating meetings and conducting training in matrix organizations and 14 years' experience influencing and guiding senior leadership through organizational culture change utilizing both simple and complex change management methodologies. He also has over a decade of leadership coaching experience supporting executives and business leaders in defining and articulating strategy and business planning.

From a young age Clay recognized the importance of community contribution and engagement. He began his volunteer career with the Arapahoe Rescue Patrol and later the Larimer County Dive Rescue team. Clay was a graduating member of the Denver Metro Chamber, Leadership Denver Class of 2014 and has recently been involved with Denver's GrowHaus and Colorado Uplift.

Clay graduated from Colorado State University with a BS in Natural Resources, Recreation and Tourism with an emphasis on business. Clay is also a Licensed Colorado Real Estate Broker, Lean Six Sigma Black Belt and accredited Facilitator. A Denver native, Clay enjoys skiing, cycling and, traveling. After living in Fort Collins and Grand Junction he returned to Denver and currently lives in the North City Park neighborhood with his Australian wife, Philippa.

## Coaches

### **Vicki Bogenberger**

*Business Management Consultant and Executive Coach*



Vicki Bogenberger is a recently retired Executive leader at CH2M Hill where she served as the Vice President of Business Services and Chief Financial Officer for CH2M HILL's Plateau Remediation Company. In Denver she serves as an active community leader, consultant, mentor and coach. It is her personal passion to invest in others and support their growth.

Vicki is a business executive with nearly 30 years of experience encompassing multiple industry, government, and project environments. Her executive experience includes partnering with operations to define strategy and improve operational efficiency and financial performance in domestic and international settings. She has led the Finance, Supply Chain, Human Resources, Information Technology, Industrial Relations and Organizational Development functions. She is a proven expert in strategic planning, finance, business systems, leadership development, and financial and regulatory reporting processes.

Prior to joining the Plateau Remediation Contract, Vicki served as Senior Finance Officer for CH2M HILL's Nuclear, Environmental and Government Division. She has also served as a Certified Public Accountant in Wyoming, Colorado and Washington. She has extensive engineering and construction industry experience working for ICF Kaiser Engineers at Hanford, was Controller at the Department of Energy Rocky Flats Closure Project, and has worked on a variety of CH2M HILL corporate and project assignments across the globe.

### **Kristen Grebenik**

*Manager*

DaVita Healthcare Partners



Kristen attended the University of Colorado at Boulder and received her BA in Business Finance and Management. Kristen solidified her love of travel during a summer spent abroad in London learning through guest speakers and site visits to various businesses in the city.

During an internship in college, Kristen identified a field that allowed her to use her love of solving problems as her day job and began to pursue a job in consulting. Kristen began working with Agility Solutions, a boutique consulting firm in Denver straight out of college and watched them grow from 7 to 45 people. Kristen is now working with DaVita HCP to make an impact on physician engagement.

Having been raised by two parents who both work in the non-profit world, Kristen learned early on the power of giving back. She's had the opportunity to engage with multiple organizations in Boulder and Denver (Reading Buddies, Whiz Kids, Goodwill Industries, Denver Rescue Mission) and most recently as an active member of Denver Kids Young Professional Council and mentor to a 10 year girl.

## **Amy Green**

*Assistant Director of Stewardship*

University of Denver



Amy grew up in Centennial, CO. She attended the University of Denver, earning her BA in English and Communication, and minoring in Leadership Studies. After college, Amy moved from Denver to Seattle, where she served as the development assistant and volunteer coordinator at the Northwest School in downtown Seattle. Inspired by the thriving environment of this urban school, Amy applied to Teach for America – a competitive teaching program that serves under-resourced communities across the country. She was accepted and served as a high school English teacher for two years at Kapolei High School on the island of O’ahu, Hawai’i. In this role, she led 80% of her students to achieve two years of growth in reading. It is also during this time that she earned her

master’s degree in teaching at Chaminade University of Honolulu.

Upon returning to Colorado, Amy worked at the Denver School of Science and Technology before returning to her alma mater as the senior scholarship advisor in the DU Office of Financial Aid. In July, Amy became the assistant director of stewardship at the University of Denver. She is now responsible for overseeing the annual endowment report mailing, new fund stewardship process, student scholarship thank you profiles, launching the endowed chair and professorship stewardship program and creating individualized stewardship reports for top university donors.

## **Lindsay Jones**

*Site Director*

College Track



My family moved to Colorado when I was ten years old. My father, a sales manager for IBM and my mother, a school principal, found a suitable suburb in Centennial for my brother and myself to grow up. It was in Colorado that I discovered race, class, and privilege. In Springfield, I could go to my aunt’s house and watch her cook while my cousin pressed my hair and we listened 90’s hip hop. I could see brown skinned people working together in church and for after school activities. I could walk around the block and play with the neighborhood kids who looked like me. In Colorado, however, there was no music. My new classmates had designer clothes I had never known to request during back to school shopping. The stores didn’t carry the hair products we needed, so my mom found small salons to frequent every other weekend. We belonged in the community, but we were not a part of the

community. I attended a high school that was 88% white. By conventional standards, it was a high performing school where parents should want to send their students. We had language labs, a swimming pool, a large theatre to seat several hundred, and natural light flooded into the school from floor to ceiling windows. I was one of ten African American students in AP classes.

In college, my feelings of isolation were given a voice in student affinity groups like the Black Student Alliance and Queer People of Color. I could match my emotions to theory thanks to ethnic studies courses. I worked to develop my sense of self that I had lost in the transition to Colorado. I travelled to student affairs conferences to meet like-minded change agents. I pushed for campus policies of inclusion of diversity instead of diversity for the sake of diversity. After I graduated from the University of Colorado, I worked to give students in underrepresented communities a voice as well. At the University of Denver, I continued to develop my identity as a researcher. My work blended with my passion and I became more enamored with program evaluation for education and nonprofits. I hope to continue my work as an educational advocate and be a resource to teachers and others in position to lead students. In the near future, I see myself helping leaders understand their impact using program evaluation as a vehicle for communication.

## **Kyle L. Mickalowski**

*Quality Management Data Analyst*

Craig Hospital



Kyle Mickalowski is a data analyst at Craig Hospital where he furthers the hospital's mission of "Redefining possible for people with spinal cord and traumatic brain injuries," as an employee and volunteer. He helps colleagues better understand and use data to improve patient outcomes and works with patients as a volunteer to provide them with unique experiences while at the hospital. He earned his bachelors degree from Augustana University in Sioux Falls, SD majoring in chemistry and business administration and a masters of public health in epidemiology from George Washington University in Washington, DC.

At Augustana, Kyle participated in numerous research projects and published multiple articles in peer reviewed journals. His research interests spanned basic sciences, medicine, and social sciences. In addition to research, he worked to better the campus and Sioux Falls community by volunteering with numerous organizations. He pursued his interest in research by pursuing graduate studies in public health.

Outside of work, he likes staying active and spends his free time in the mountains hiking and rock climbing in the summer and skiing and snow shoeing in the winter. Growing up, he enjoyed playing softball and was privileged to be named to the Junior Olympic team in 2001 as the second youngest player on the team. This summer he has enjoyed exploring bike trails throughout Denver as he prepares to complete his first half ironman in November.

## **Chris Ringwood**

*Manager*

North Highland



Chris Ringwood is a management consultant with North Highland Consulting, where he works with healthcare, public sector and transportation clients to make their lives easier, remove roadblocks, and lead tough projects. Chris loves the employee-ownership and entrepreneurial leeway that North Highland affords him. The no-travel consulting model and '100% satisfaction guarantee' attracted Chris because it allows him to work proudly with clients and organizations in his community and also be with his family and friends on a daily basis, instead of on the road.

Chris, his wife Haley, daughter Olivia and 4 month old, Miles, have lived in Denver for 5 years. After moving out west for a 'temporary 3 year period' for his wife's family medicine residency at UC, they decided to put down roots and stick around for a while. Chris is deeply committed to the community and helping others through his work with Habitat for Humanity, the Food Bank of the Rockies and developing the Project C.U.R.E. Young Professional board.

Prior to joining North Highland, Chris was a consultant with KPMG in Charlotte and Raleigh/Durham, NC for 5 years, where he legally tried to break into credit unions and banks, audited R.J. Reynolds financials and inspected IT controls for Revlon and Wal-Mart. He was born and raised in Gainesville, Florida where he also attended the University of Florida (Go Gators!).

When he's not working, Chris can be found outside enjoying a sunny Colorado day on foot, bike or snowshoe.



## **Sean T. Smith**

*Director*

The Broe Group



Sean T. Smith, through his practice, Blue Spruce Management, LLC is an investment professional and interim operations and finance manager for companies in transition. Blue Spruce focuses on interim management, due diligence and capital investment solutions for banks, private equity firms, entities experiencing financial distress and start-ups experiencing extreme growth. In addition to looking for new clients, Mr. Smith is currently working with the Broe Group, a Denver based Family Office and Private Equity firm that manages hard assets, operating companies and minority investments, where he was employed full time. He is helping them with due diligence, portfolio monitoring, financial modeling, development of new business platforms, sourcing and execution of add on acquisitions and new investments. Most recently he led a venture capital investment in a software company focused on the Agriculture industry.

In March 2014, Mr. Smith moved to Denver with his wife, Cheryl, and two children ages 2 and under (and they had their third in April 2016). One month after arriving, he and a local investor group closed on the acquisition of the Gordon Sign Company from an orphaned New York private equity firm and became interim CEO of the business. After that role he was unsuccessful trying to buy a small business in Denver. Until March 2014, Mr. Smith ran leveraged loan research for Societe Generale's US loan trading business. Prior to that, he was a Director at regional New York turnaround consulting firm, Getzler Henrich and Associates. During that time he effectuated turnarounds in the electronics distribution, toy licensing and education spaces.

## **Jeff Sprole**

*Ambassador Field Manager*

Colorado PERA



Jeff Sprole is an accomplished public affairs professional with significant experience in program management, government and community relations, and member education. He is a collaborative team leader with sound strategic planning capabilities. Jeff is an effective communicator with the ability to explain complex ideas in a relatable manner to diverse audiences, and highly skilled at analyzing, organizing, and utilizing data to direct program implementation and to integrate technology to improve processes.

Jeff has served as the director of a non-profit organization, been a lobbyist for public education, directed the political efforts of a statewide membership organization, started and run a small business, managed an advocacy network of volunteers, and delivered a retirement education program to public employees. Currently, Jeff is the Ambassador Field Manager at Colorado PERA (Public Employees' Retirement Association), where he manages a statewide network of volunteers to advocate on behalf of retirement security and share the positive message of the value PERA provides to Colorado.

With a background in program management and public administration, Jeff is actively involved in the community, serving on the Board and as the Public Relations Chair for the Rotary Club of Denver Mile High, a Board Member of the Jump\$tart Coalition, and a regular volunteer with Food for Thought – Denver.

## **Patrick Walton**

*Manager, Office of the President & CEO*

Mile High United Way



Patrick Walton brings six years of operations experience spanning the corporate and nonprofit sectors to Mile High United Way as the Manager of the Office of the President and CEO.

In his current role, he serves as the central point of contact for the coordination of the CEO's activities, and works within the CEO's leadership team to manage a variety of strategic and operational initiatives.

Previously serving as Mile High United Way's Operations Manager, Patrick managed the organization's 63,000-square-foot building, the Mile High United Way Morgridge Center for Community Change. Located in the historic Curtis Park Neighborhood, the building includes the CoBank Leadership Center, a community conference space that has welcomed over 50,000 members of our community.

Prior to joining Mile High United Way, he managed the guest services team at the Oxford Hotel in Downtown Denver as the Front Office Manager. During his time at the Oxford Hotel, it was designated by Conde Nast Traveler as one of the top 50 luxury hotels in the United States.

Patrick's experience also includes writing policy for several political campaigns, as well as project management for the Katalysis Network, a MicroFinance organization based in Central America.

He is currently serving on Denver's Road to Work's Business Advisory Committee, which assists in the employment and support services for adults with barriers to employment. Patrick is also on the Board of The Blossom Project, a nonprofit which uses a collaborative model to inspire high school girls to create visionary change in their communities, country, and around the globe.

## **Adam Zarrin**

*Policy Advisor*

The Office of Gov. John Hickenlooper



Adam Zarrin is currently a Policy Advisor for the Office of Colorado Governor John Hickenlooper. He advises the Governor about policy concerning public safety, corrections, transportation, youth corrections and marijuana. Prior to his current position, Adam provided administrative support to Roxane White, the Governor's Chief of Staff, and to Ken Lund, the Executive Director of the Office of Economic Development and International Trade. In each position, he coordinated demanding schedules and improved daily efficiency for the executives. Adam also served as an AmeriCorps VISTA (Volunteer In Service To America), coordinating the statewide effort to address and end homelessness. This included co-

authoring the state's first statewide plan to address homelessness, Pathway Home Colorado. Adam received his Bachelor of Science in Physics and Economics from the American University in Washington, D.C. In his spare time, Adam is pursuing the chance to referee professional soccer matches.