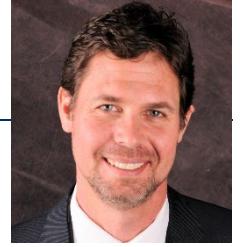


KEVIN LOCKWOOD

Arvada, CO – Open to Travel, Hybrid & On-site

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ORGANIZATION & COMMUNITY TRANSFORMATION & IMPACT LEADER

Transforming highly difficult challenges into decidedly successful outcomes inclusive of people, processes, and technology. Building strong coalitions with focused resolution, inspired vision, clear strategic plans, and effective stakeholder engagement. Proven expertise and leadership backed by a globally diverse career in Program and Change Management, and Process Improvement.

Exceptional record of leading teams toward increased cohesiveness, effectiveness, and productivity. Passion for creating lasting organizational change through customer-centric thought leadership, diversity, inclusiveness, and social-emotional intelligence. Recognized for listening deeply and leading from the inside out; igniting untapped potential, shared goals, and inspiration.

AREAS OF EXPERTISE

Non-Profit Program Management & Fundraising | Program Research & Evaluation | Process Improvement | Public Speaking and Written Communications | Community Building & Relationship Management | Team Building | Strategic Planning | Performance Metrics | Personal & Professional Coaching | Leadership & Talent Development | Diversity & Inclusiveness | Emotional-Intelligence

BUSINESS ACUMEN

SECTOR EXPERIENCE: Organizational Change Management Leader on programs as large as \$165M a year with 260 geographically dispersed personnel in Fortune 500, Small Business & Cottage Industries, Government, Military, and Philanthropic Organizations

GLOBAL BUSINESS CULTURE: In-country work and consulting in Uganda, Kenya, Saudi Arabia, India, Thailand, Mexico, and Canada; Process Improvement Program Management Office (PMO) Director for regulatory compliance operations in over 50 countries

INDUSTRY KNOWLEDGE: Philanthropy, Non-Profit Organizations, At-Risk Community Services, Community Learning, Coaching & Mentoring Programs, Medical Devices, International Banking, National Intelligence, Airspace Management, Federal Programs, Natural Resource Conservation, Customer Service and Experience, Organizational Training, Public Services and Education

CHANGE MANAGEMENT: Lean Six-Sigma, Business Process Reengineering, Prosci, Appreciative Inquiry, Stakeholder & Community Engagement, Current & Target State Process Mapping, Continuous Improvement, Systems Engineering, Requirements & Scope Management, Risk Management, User Experience, Voice of the Customer, Failure Modes Effects Analysis, Root Cause Analysis

TECHNOLOGY: Microsoft Office 365 (Word, Excel, PowerPoint, Project, Visio, Publisher, Teams, Outlook, SharePoint, OneNote, Access), Google Workplace (Mail, Calendar, Forms, Sites/Wiki, Drive, Docs, Slides, Sheets, Meet, Vault), Adobe, Salesforce

"For as long as I've known Kevin he has been about service, peace, and changing the world. He was always someone I counted on to take care of anything that needed to get done - no matter how simple or challenging. In 2010, I asked Kevin to run Journey Outreach North America, and shortly that same year Journey Outreach International made the same request. He was the breath of life and organizational skills our charity needed. I don't know if there's anything he can't do well. His leadership and management skills, combined with his emotional intelligence experience, make him a perfect hire for any non-profit leadership position. If there's anyone that is willing to give his whole-heart to a philanthropical organization's growth and success – I know he is."

Skip Lackey - Founder, Praxis Leadership Academy and CEO, Founder G-Code Partners, Louisville, CO

EDUCATION

MASTER OF ENGINEERING MANAGEMENT (MEM) DEGREE: The George Washington University, Magna Cum Laude

BACHELOR OF SCIENCE (BS) DEGREE: Electrical Engineering | Clarkson University, With Distinction

EXECUTIVE DEVELOPMENT PROGRAMS: Inspired Leadership Specialization | Case Western Reserve University

CERTIFICATIONS: Non-Profit Management & Grant Writing | Lean Six Sigma Expert Trainer & Black Belt | Yoga Alliance Meditation & Yoga Teacher | DORA Registered Psychotherapist | Program Management | Risk Management | Visionary Leadership & Conscious Coaching | Positive Intelligence Coaching | Spiritual Practitioner Licensing | Essential Management Skills Trainer

PROFESSIONAL EXPERIENCE | KEY ACHIEVEMENTS

EnvoyPeace Business Coaching & Consulting

2007 | Present



Founder & Principal Consultant: Oversee day-to-day consulting and coaching operations; provide services to identify opportunities and implement innovative change management, process improvements, strategic & tactical planning, stakeholder management, customer centric focus, organizational structure, team building, conflict resolution, communication, and diversity.

Western Union | Contract & Employee: As change management consultant, and later Process Improvement Program Management Office Director, transformed regulatory relationships and established world-class operations across 50+ countries.

- Analysis of process variation and failure modes used to merge acquired processes, eliminate duplicate efforts, establish data quality standards and key metrics, reduce costs and risks, and improve regulatory agency and consumer relations.
- Cross-functional stakeholder consensus established for standardized and special-case processes, and the statistical identification of issues and risks for suspicious activity reporting and subpoena response fulfillment.

Medical Device Consulting | 1 Contract: Led process improvement and change management across five Sales Force HC-connected customer service areas; optimizing data quality, processing times, and customer service effectiveness.

- Voice of the Customer, Process Mapping, and Failure Modes & Effects Analysis led to quick improvement wins in process flow time, management style, consistency, and effectiveness.
- Alignment of strategic initiatives to critical operational needs, use cases, and business impact created a culture of end-to-end continuous process improvement.

United Nations Habitat and Water Sanitation & Hygiene w/African Management Services Co. | 2 Grant Contracts: Led efforts with cross-cultural boards to create program improvements and working solutions for developing countries in East Africa.

- Created and implemented culturally suitable and highly effective educational materials for Interlocking Stabilized Soil Block construction, enabling use of hundreds of machines in storage, reducing time, corruption, costs, and pollution.
- Persistent efforts across international stakeholders established a developing-country standard of Concrete Biosand Water Filters; providing clean water to communities and schools; reducing costs and disease.

Mango Tree Educational Enterprises w/Private Sector Foundation | 3 Grant Contracts: Implemented process maps, failure modes and effects analysis, monitoring and response plans, statistical cost estimates, and employee engagement models.

- Account management time cut nearly 40%, freeing up time for improved fiscal management and oversight.
- Eliminated errors of 25% in inventory and 10% in cost estimates, improving production, sales, and profitability.
- Teams now conduct energetic tactical and strategic planning with collaborative cross-functional leadership.

Construction Consulting | 3 Contracts: Focused improvements overcoming obstacles in cost estimates, contract wins, labor and materials tracking, customer and sub-contractor relations, corruption/theft, and building codes and inspections.

- *"If there is a better way, he will find it - protecting my profit margins and going the extra mile to achieve a 5-star rating."*
- *"He seems to have a knack for seeing the bigger picture and asking the right questions to run things efficiently; reducing time and materials, avoiding rework, improving workflow, and easing the frustration of challenging situations."*

Restaurant Consulting | 2 Contracts: Restored failing business partnership; resolved financial issues, and fostered conflict resolution skills, trust and goodwill. Guided successful opening in a building previously shut down by the Health Department.

EnvoyPeace Personal Coaching & Development (Link: [Methodology & Reviews](#))

2016 | 2023



Founder & Principal Coach: Provided leading-edge coaching and learning programs to open paths of social-emotional growth, entrepreneurial spirit, creativity, empowerment, communication and relationship development based on the latest neuroscience, behavioral and psychological research. Providing a focus on practice and process with direction and clarity.

- Creator of Intentional-Life Journey Coaching – opening our hearts to build authentic relationships and lead our actions; creating Awareness of where we're at, Disruption of what stands in our way, and Breakthrough to where we want to be.
- *"An outstanding coach whose diverse methods help to explore the true essence of who you are. He combines spiritual wisdom, intuition and rational thought in ways that inspire . . . and help you be your authentic self."*
- *"Working with Kevin Lockwood has changed my life. He has a complementary set of skills and strategies that model for me how to improve the management of my emotional nature and practice focus for functionality. He sees me ..."*
- *"Kevin. He is outstanding. He understands each particular client's mindset and works to adapt his approach to get the best results for each individual. It is not a one size fit all but more of a tailored approach."*

Non-Profit Director & Board Member (Link: [Additional Materials](#))

2007 | 2020

Non-Profit Director: 7 years of experience for three start-up organizations providing leading-edge social-emotional development, conflict resolution, communication, compassion, peace and diversity programs and workshops to tens of thousands in non-profit businesses, prisons, schools, and community groups.

- Developed all organizational structure, accounting, program implementation, evaluation strategies, reporting and granting structures; achieving non-profit status for two organizations in the United States.
- Delivered and directed the delivery of specialized curriculums involving over 40 contractors and volunteers across 16 countries on 4 continents; including local programs in Commerce City, Capitol Hill, Five Points, and Lakewood.
- Produced and led numerous fundraising educational/party events, grant submissions, and marketing materials.



Journey Outreach North America and International: Leading-edge emotional processes developed to help people in-need recover from emotional blocks and traumas, and find a renewed sense of self and empowerment.

- Led programs with Inter-American Development Bank providing “Resilience Within” training for Latin American non-profit organizations, creating a foundation of skills and best practices for at-risk populations internationally.
- Four studies, in coordination with South African and Australian programs and including over 5000 children, show a 50% pass/fail improvement, reduced absenteeism, and social-emotional skills improvements.
- Two prison and parole program studies show improved behavior and outlook on life, and reduced recidivism.



Children's Global Peace Project: Connects children through culturally-diverse, social-emotional programs that empower transformation of difficult emotions and conflicts into healthy self-expression and peaceful co-creation.

- Led partnership work with Oneness Project, Dances of Universal Peace, Peace Works, Journey Outreach, Shining Mountains Press, Academy of Peace, Action for Peace and Conflict Transformation, Children's World Peace Program, Heart and Hand Center, Colorado Refugee Services Program, and schools in Colorado, Wisconsin, Washington, Washington DC, Puerto Rico, Costa Rica, Mexico, Brazil, Nepal, India, Thailand, and Uganda.
- In first two years, Children's Global Peace Project delivered of 514 classes to 18,000 teachers and children with significant counselor, teacher and student engagement, and positive shifts in student behavior and academics.

Non-Profit Board Member: 17 years of experience as a board member for three international and two U.S. organizations. Provided guidance for leadership succession. Led efforts in Kenya and South Africa to create structures for management, accounting, program evaluation, and reporting; achieving in-country non-profit status for both organizations.

ADDITIONAL CAREER HIGHLIGHTS

Northrop Grumman – Change & Program Manager

10-time Performance Excellence awardee during military, intelligence agency, and government contracting career

- **Lean Six-Sigma Process Improvement Black Belt & Trainer:** Trained and mentored over 150 employees with a rating of 96%. Achieved over \$8.5M in savings over five years while also performing full- and part-time on other contracts.
 - Led cross-functional team of 26 people on a rescue mission of a nationally significant, secure operational system. Through tiered management meetings, failure modes and effects risk priority analysis, and system and process improvements achieved a 140% mean-time-between-failure improvement.
 - Facilitated Human Resources' average hiring time reduction of 37% for external candidates and 18% for internal candidates. Increased productivity of employees awaiting clearances by over 80%. Overall hiring and other overhead costs decreased by 34% and program revenues increased by nearly 2%.
- **Program Manager, Technical Task Orders and Operations:** Led over 40 employees on seven sub-contracts for the strategic planning, development, testing, deployment, and enhancement of a nationally significant, secure hardware and software development program; including the technology used to capture 9-11 terrorists.
- **Program Manager, Operations & Maintenance:** Built and directed a cross-functional contractor/military team of 20 people in the test, evaluation, and start-up operations of a 24x7 nationally significant, secure system used to integrate complex real-time data from 26 agencies; resolving information breakdowns experienced during the 9-11 attacks.

USAF HQ Air Combat Command & HQ Air Force Communications Command – Captain

2-time Air Force Commendation Medal awardee during military career

- **Program Manager:** Financial and Technical Program Manager of \$165M in Combat Communications & Air Traffic Control Acquisitions programs. Saved \$35M by achieving stakeholder requirements consensus across multiple Air Force, Army, and Navy command units, and streamlining technical specifications for improved air request net procedures.
- **Team Chief:** Led elite Air Traffic Control & Landing Systems Test & Evaluation teams to resolve critical equipment and procedures safety issues. Re-engineered outdated and state-of-the-art equipment beyond specifications. Recognized as a Department of Defense expert, helping define international air traffic systems standards in place now for decades.