

TAD SETH PARZEN

Executive Leadership – Civic/Social Innovation & Implementation

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SUMMARY

Vision, leadership and execution: creating positive change within the civic, social, private and government sectors. Having held executive leadership positions within each sector, I develop and implement scalable efforts that solve acute, complex and chronic community and organizational challenges. From design to doing, organizational issues to finance, change management to performance evaluation; I bring real world, executive experience; providing confidence in the direction and future. Working alongside stakeholders, I create engineered synergy to generate innovative solutions and strategies for success.

EXPERIENCE

PRESIDENT | PARZEN CIVIC SOLUTIONS/PARZEN CONSULTING 2014 – 2016 / 2006 – 2009

Consulting firm improving organizations, communities, neighborhoods, and local quality of life; providing the tools, guidance and leadership that empowers clients to solve complex and persistent challenges. Services include: initiative designing/building, executive coaching, evaluations, data analytics, change management and culture shift processes. Representative clients include: Price Philanthropies, Strive Together/Ford Foundation, Los Angeles Unified School District, Office of the Mayor of Los Angeles and Partnership for Los Angeles Schools.

- Co-created the Los Angeles Unified School District's reform strategy still in effect today; designed legal framework for innovative solutions to complex/controversial issues such as partnerships for school management, charter schools and real estate
- Designed and built the "Oceanside Promise," a community-wide leadership coalition supporting youth outcomes; aligned with district outcomes to drive success for all stakeholders
- Accelerated student success as founding team member for Partnership for Los Angeles Schools; designed first ever cooperation agreement between Office of the Mayor and Los Angeles Unified School District as part of senior management team for Partnership
- Provided technical assistance and coaching that supported "collective impact" efforts in Los Angeles, New York, Rio Grande Valley, Denver and Boston; focused their vision, strengthened their metrics and was the catalyst for improvement processes that increased their ability to deliver outcomes
- Identified strategies to boost graduation and retention for College and Career Readiness Action Network
- Initiated school district culture shift toward data use to identify and monitor improvements; defined benchmarks adopted as district outcomes
- Led and facilitated multi-disciplinary initiatives for civic and non-profit sectors; strengthened project development, finance, implementation and performance monitoring
- Improved community level social outcomes by leveraging data to inform strategy and optimize operations; expanded goals and secured partnerships to support them
- Integrated organizational leadership and executive coaching to generate and sustain long term program success
- Key contributor to multiple private, public and non-profit client projects as counsel for legal, policy, strategy and implementation
- Advised philanthropy groups on place-based strategy and management of donors to utilize coordinated, strategic efforts

EXECUTIVE DIRECTOR | CITY HEIGHTS PARTNERSHIP FOR CHILDREN 2013 – 2014

Cradle to College or Career initiative, utilizing leaders in education, health & human services, nonprofits, business and civic sectors to impact change

- Designed and implemented first ever data-centered collaboration network to advance agendas across partnerships including Ready for Kinder, School Attendance and Early Warning Systems
- Developed and led cross-sector, C-level leadership coalition improving how San Diego served youth; adaptive leadership through influence, rather than authority
- Directed multiple organizational outcomes such as 5K children receiving vision care, completion of school based health center and preparing 300 families for children entering kindergarten
- Oversaw all aspects complex, large scale mission; senior leadership, program management, partnership management, fund development, budget/reporting and personnel development
- Drove critical youth outcomes in region by collecting and analyzing data used to make key improvements

EXECUTIVE VICE PRESIDENT | PRICE CHARITIES

2009 – 2013

Private family foundation improving life opportunities for youth and families through grant making and program operation.

- Designed and led multi-million dollar grant and the program for Price's place-based comprehensive community development, "City Heights Initiative"
- Developed and implemented sustainable, long-term community solutions such as school based health centers, parent centers, job creation, youth development, community safety and food security
- Increased grant and program success through strategic planning and execution, budget management, directing personnel and securing partnerships such as the Partnership for Children
- Fostered the passion and talent of a diverse team; directed efforts to increase team effectiveness and develop the individual members

GENERAL COUNSEL | SAN DIEGO UNIFIED SCHOOL DISTRICT

2003 – 2006

Chief Legal Advisor to the Board of Education, superintendent and all other District groups serving over 100K students

- Created multiple innovative solutions across all aspects of District's operations such as facilities, special education and human resources
- Directed successful outcomes through the navigation of controversial political, legal and policy issues
- Spearheaded culture shift within department and district that refocused efforts on putting students first
- Strengthened department through management of legal services including personnel and budgeting

ASSISTANT GENERAL COUNSEL | SAN DIEGO UNIFIED SCHOOL DISTRICT

2000 – 2003

- Ensured Prop MM (\$1.5B school facilities bond) was brought in on-time and within budget as co-leader of turnaround and management teams
- Removed barriers within San Diego's educational environment by contributing to the rebuild of more than 100 district facilities and 13 new schools
- Enhanced district operations by providing the legal framework to improve quality, timeliness and cost control

PARTNER | HILLYER & IRWIN

1994 – 2000

Mid-sized, full service trial and litigation firm representing clients with civil cases in San Diego, CA

- Directed plaintiff and defense trial and litigation representation in cases valued up to \$300M in areas of energy, estates and trusts, commercial contracts, real estate, securities, product liability and public interest
- Secured positive results for clients by effectively leading litigation teams in the most cost effective manner
- Strengthened firm's client offerings by overseeing aspects of broad litigation, negotiation and mediation/settlement

AFFILIATIONS/ACCOLADES

- JEWISH FEDERATION OF SAN DIEGO COUNTY: Board Member - Past Chair Jewish Community Relations Council
- AMERICAN JEWISH COMMITTEE: Chapter President - National Public Policy Commission - Sholom Comay Fellowship
- SAN DIEGO REGIONAL CHAMBER OF COMMERCE: Board/Executive Committee Member - Education Chair - Public Policy Committee
- SAN DIEGO UNIFIED SCHOOL DISTRICT PROP. MM INDEPENDENT CITIZENS OVERSIGHT COMMITTEE: Vice-Chair and Pre-MM Facilities Public Task Force
- SAN DIEGO BUSINESS ROUND TABLE FOR EDUCATION: Chair
- UNITED WAY OF SAN DIEGO COUNTY: Education Vision Council
- SAN DIEGO SCHOOL TO CAREER YOUTH COUNCIL: Co-Chair
- SAN DIEGO GRANTMAKERS EDUCATION WORKING GROUP: Member
- SAN DIEGO FOUNDATION: Education Vision Advisory Group
- CONGREGATION BETH EL: Board Member - Chair of Education Committee, Strategic Planning Committee
- KEY NOTE SPEAKER: Change Management, Cross Sector Collective Impact & Outcome Oriented Non-Profit/Institutional Performance
 - "AV" PREEMINENT ATTORNEY RATING: 16 consecutive years; highest rating in Ability and Ethical Standards
 - SAN DIEGO MAGAZINE TOP ATTORNEYS LIST: As determined by the community and those I have served in it

EDUCATION

JURIS DOCTOR | UNIVERSITY OF THE PACIFIC, MCGEORGE SCHOOL OF LAW, 1986

BACHELOR OF ARTS – PHILOSOPHY | UNIVERSITY OF CALIFORNIA, LOS ANGELES, 1982