

Verna Allee, President

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PROFILE

- ◆ Leader of a technology and services company providing predictive software for monitoring and managing complex work environments and human interactions utilizing value network visualizations and analytics.
- ◆ Globally recognized expert in value networks, knowledge management, intellectual capital, new business models, organizational learning, systems thinking, and benchmarking best practices.
- ◆ More than fifteen years experience as a consultant, author, speaker, and researcher in leading-edge management practices who guides leaders and work teams through collaboration and participative management.
- ◆ Outstanding ability in new business models, complex systems and network mapping, workflow redesign, tactical and strategic planning, systems thinking, research, and analysis.
- ◆ Exceptional analytical skills and proven abilities to help companies adapt for the future.
- ◆ Developer of acclaimed *HoloMapping*® and *ValueNet Works*™ methodologies to analyze complex systems and model business dynamics, both supported by the web-based Value Networks.com™ software application.
- ◆ Author of books and numerous articles, including *The Future of Knowledge* (2002), and *The Knowledge Evolution* (1997), international best sellers in the knowledge management field.
- ◆ Named one of the top six people in knowledge management by KM Magazine in July 2001. Cover article interview for Inside Knowledge Magazine, September 2003.
- ◆ Member of several advisory boards and task forces including the Ethical Markets television series.

EDUCATION

- ◆ M.A., John F. Kennedy University Human Consciousness, Summa Cum Laude 1989
Specialization in Organizational Leadership
- ◆ B.A., University of California at Berkeley Social Science, Summa Cum Laude 1986
Majoring in International Business
- ◆ Academic positions listed on page 12.

PROFESSIONAL EXPERIENCE**Value Networks, LLC**

San Francisco, CA
 www.valuenetworks.com.

2008-continuing

Value Networks LLC, dba Value Networks.com is a technology company providing enterprise-level value network visualization and analysis tools. The company was named a "Cool Vendor" by Gartner Inc in 2009 and serves companies globally. The company is also a founding member of the Value Networks Consortium and its open resource site www.openvaluenetworks.com which is focused on open source methods, standards, and technologies for value network analysis.

Founder and President: Responsible for business development, product and services delivery, and methodology development.

PROFESSIONAL EXPERIENCE (continued)

Verna Allee Associates (Formerly Integral Performance Group)**Founded 1990**

Martinez (Walnut Creek), CA

A management consulting value network recognized for excellence in consulting, strategy development, workshops and keynotes, methodology design, publications, and research.

Founder and Principal: Responsible for business development, product and services development, training, methodology development, project management, and customer service. Customers included Cisco Systems, The Boeing Company, NASA, European Commission, Mayo Clinic, and many others. (Complete list on page 13.)

Current and Past Projects under Value Networks LLC and Verna Allee Associates include:

- Working with Symantec to use Value Network Analysis (VNA) to define and monitor the website customer support experience.
- Supporting regional development in Skane region of Sweden, sponsored by VINNOVA government agency.
- Advisor to The Boeing Company (Flight Operations, Test & Validation and Boeing Evaluation & Testing). Extensive organizational redesign using value network analysis to gain sharp increases in productivity.
- Supporting value network development in regional healthcare academic networks for British Columbia Academic Healthcare Council (BCAHC).
- Consulting with iScale (formerly GAN-Net) and Omidyar Foundation to analyze global value networks working toward prevention of Violent Conflict and Mass Atrocities.
- Supporting the Global Finance Initiative sponsored by iScale seeking to identify and map the value networks of both existing and emerging global finance system.
- Consultant and analyst for the European Commission IST-RTD evaluation of regional innovation networks supported by the 7th IST Framework Programme.
- Leading strategic executive-level strategy work and competency development in value networks, intangibles, knowledge management, and communities of practice for multi-national corporations and government agencies, including Telenor (Norway), Environment Canada, Cisco Systems, The Boeing Company, Mayo Clinic, HP, Eli-Lilly, and Motorola.
- Consultant and analyst for the European Commission evaluation study ERAnets (Evaluation of Networks of Collaboration between Participants in IST Research and their Evolution to Collaborations in the European Research Area). Project applies social and value network analysis as evaluation tools for programme performance and impact.
- Senior Advisor to project *Roadmap for New Partnerships for Sustainable Development in the Knowledge Economy* (NESKEY) for the European Commission. The Roadmap describes a vision of 360-degree accountability, transparency, and participation for indicators of progress toward a sustainable economy that will have demonstrable impact for cities and regions.
- Designing and delivering qualification programs in value network analysis, including master classes in the UK, Europe, New Zealand, Singapore, Australia, and the US; online qualification courses; and e-learning modules combined with a web-based software application.
- Honored as one of the top six movers and shakers in Knowledge Management by KM Magazine, July 2001. Cover profile, Knowledge Management Magazine, September 2003.

PROFESSIONAL EXPERIENCE (continued)

Projects (continued)

- Identifying key action networks and guiding network strategy development for the Global Reporting Initiative (GRI) in South Africa, and ICTSD (Geneva), in the area of sustainable trade, supporting strategy development and organizational effectiveness.
- Engaging top leadership in a strategic analysis initiative for a global accounting and auditing firm, to evaluate future impact of four strategic issues.
- Co-convening a workshop for 60 high-level business and community leaders on the question of “What is True Wealth?” in Dharamsala, India, that included an audience and interview with His Holiness the Dalai Lama.
- Delivering keynote speeches, workshops, and awareness-building presentations for companies and associations in the United States, Europe, Australia, New Zealand, Korea, Israel, Singapore, Norway, India, Fiji, Canada, and Brazil.
- Serving as Senior Analyst and Core Research Team Member for year-long study, “Winning in the Digital Economy” for Digital 4Sight, Toronto. Research was reported in the best-selling book, *Digital Capital* by Tapscott, Ticoll, and Lowy (2000).
- Designing and delivering internal knowledge management seminars for a large multi-national, bringing together thought leaders from top companies around the world. Seminars proved foundational in helping knowledge strategy teams identify high-leverage initiatives.
- Senior Consultant for Rand Corporation project on Collaborative Research Networks for the European Commission.
- Authoring Executive White Papers on Knowledge Management and Intellectual Capital for multi-national corporations that serve as a foundation for strategy development.
- Serving on advisory and research teams with The Brookings Institution Task Force on Intangibles, and with the Stanford University KNEIXIS project in knowledge networks.
- Designing and conducting global surveys for customer research initiatives in knowledge and value networks, ranging from shop-floor process improvements to leveraging cross-organizational networks for social action and policy development.
- Acting as external consultant and advisor on knowledge, collaboration, and learning issues for a large-scale change initiative with a major oil company; member of large consulting team.
- Developing a systems mapping methodology to support complex reengineering projects. Results included cycle time reductions ranging from five weeks to several months for budget planning and product introduction processes for two Fortune 1000 companies.
- Designing and conducting global multi-national surveys and data analysis to support design and delivery of internal training programs for Sun Microsystems.
- Developing a training evaluation methodology for an international computer technology company that expanded metrics development capability by 500% and integrated data gathering into the training delivery system, at a cost savings of over \$50,000 per implementation.
- Leading a large retailer through strategic planning for Total Quality to implement more cost-effective structural and support strategies to achieve business goals.
- Formulating conceptual frameworks and leading skill development for the information services group of a major oil company that led to a new strategic direction, refined contracting procedures, reconfigured services, increased customer satisfaction, and improved profitability.

PROFESSIONAL EXPERIENCE (continued)

Projects *(continued)*

- Delivering support for a benchmarking project that returned \$5Million over five years on a \$70,000 study for a major telecommunications company, by surfacing data and conducting comparative analysis of best practices in customer service measurement.
- Designing and delivering a large-scale collaborative planning process for 100 high-level business and civic leaders, that achieved a new level of alignment among disparate groups (following the turmoil of the Los Angeles Riots in 1992), providing a foundation for an economic strategy for the entire Los Angeles Basin.
- Revitalizing a work team that had stalled on a major project, by designing and delivering training, coaching the team leader in follow-through, and partnering with the internal quality consultant.
- Enhancing customer satisfaction and improving cost management skills for a mid-size association and benchmarking consulting group, by conducting training in methodology design and project management.
- Surfacing data and conducting analysis through benchmarking, that saved a large telecommunications company over \$2Million by realizing a more cost-effective solution in improving billing quality.
- Co-designing an innovative “Information Management Best Practices Database” for Golden Gate University.
- Establishing leadership in benchmarking by obtaining key corporate accounts and maintaining visibility through conference presentations and publications.

The Capital Company, Walnut Creek, CA.**1976-1989**

A successful sign design and manufacturing company, handling national accounts such as Walnut Creek-based Longs Drug Stores.

Co-founder in 1976 and continued as inactive co-owner from 1989-1997:

- Co-designed company structure and vendor partnerships as a networked manufacturing organization. *The Capital Company was one of the first and most successful “virtual” value networked companies in its industry installing signs from Anchorage to Florida.*
- Developed and implemented successful strategies for establishing customer relationships with key accounts. Managed customer relationships and worked with city planning groups from 1980-1989.

Evolutionary Learning Systems, Inc.**1989-1989**

A small consulting group working with mostly European companies, to introduce concepts of the learning organization. (Before *The Fifth Discipline* was published!).

Vice- president and principal:

- Facilitated the Board of Directors in developing values, visioning, and strategic management, to create alignment and define roles and relationships for maximum effectiveness.
- Developed consulting services and products, designed marketing materials and presentations, wrote proposals and consulting documents, and managed software development projects. Maximized limited resources during an intense start-up phase.

Longs Drug Stores, Inc. 1975-1980

A major pharmaceutical retail chain with more than 300 stores in the Western United States.

Project manager: Had responsibility for high-value store remodels in excess of \$1Million. Increased return on investment as purchasing agent for fixtures and equipment for all stores, by conducting statistical cost analyses, and executing competitive bid packages.

BOOKS AND OTHER PUBLICATIONS

Books

The Future of Knowledge: Increasing Prosperity through Value Networks, Butterworth-Heinemann, 2002.

What Is True Wealth and How Do We Create It? Co-edited with Dinesh Chandra, published 2003 by Sharma Publishing (India).

The Knowledge Evolution: Expanding Organizational Intelligence, Butterworth-Heinemann, 1997. (Named one of the top 25 business books in Australia in 1998, and has several translations.)

Learning Links: Enhancing Individual and Team Performance, Pfeiffer Inc, 1996, now out of print.

Book Chapters

"The Very Human Dynamics of Knowledge and Value Conversion", Ahonen, G., Ed., *Inspired by Knowledge in Organisations: Essays in Honor of Professor Karl-Erik Sveiby on his 60th Birthday*, Swedish School of Economics and business Administration, Finland, 2008.

"Evolving Business Forms for the Knowledge Economy," *Handbook of Knowledge Management*, Ed., Clyde W. Holsapple, 2002.

"Mapping Business Critical Knowledge," *Practical Manual of Knowledge Management*, Ed. Matthias Bellmann and Tom Sommerlatte, published 2002 under the Symposium Publishing-Verlag, Düsseldorf imprint.

"Accelerating Value Creation In A Start Up Environment," Verna Allee and Steve McMahon, *Measuring Intellectual Capital*, ed. Jack J. Phillips, 2002 by American Society for Training and Development.

Published Articles and Papers

"Value Creating Networks," *The Learning Organization Special Issue on Social Networking and Social Network Analysis*, November 2008.

"Measuring the Impact of Research Networks in the EU: Value Networks and Intellectual Capital formation," Paper for the *European Conference on Intellectual Capital*, April 28-29 2009, Haarlem, The Netherlands.

"Designing Productive Workspaces for Mobile Workers: Role Insights from Network Analysis," Camille Venezia, Verna Allee, and Oliver Schwabe. *Information-Knowledge-Systems Management: Special Issue: Enterprise Mobility: Applications, Technologies and Strategies*. April/May, 2008.

"Value Network Analysis for Accelerating Conversion of Intangibles," *Journal of Intellectual Capital*, Volume 9, Issue 1, pp 5-24, January 2008. The paper was selected as a Highly Commended Award Winner in the Emerald Group Publishing Limited Literati Network Awards for Excellence for 2008.

"Effectiveness of ICT RTD Impacts on the EU Innovation System: Final Report. Evaluation Study for the European Commission, DG Information Society and Media Directorate C *Lisbon Strategy and Policies for the Information Society*, Unit C3 – Evaluation and Monitoring, December 11, 2007. Verna Allee, Alessandro Innocenti, Adamantios Koumpis, Androklis Mavridis, Francesco Molinari, Edna Pasher, Sigal Shachar, Oliver Schwabe, Dimitris Tektonidis, Mimi Tresman, and Apostolos Vontas.

BOOKS AND OTHER PUBLICATIONS (continued)**Published Articles and Papers** (continued)

- "Effectiveness of ICT RTD Impacts on the EU Innovation System: Annex to the Final Report. Evaluation Study for the European Commission, DG Information Society and Media Directorate C *Lisbon Strategy and Policies for the Information Society*, Unit C3 – Evaluation and Monitoring, December 11, 2007. Verna Allee, Alessandro Innocenti, Adamantios Koumpis, Androklis Mavridis, Francesco Molinari, Edna Pasher, Sigal Shachar, Oliver Schwabe, Dimitris Tektonidis, Mimi Tresman, and Apostolos Vontas.
- "Supporting mobile worker networks: Components for effective workplaces," Camille Venezia, Verna Allee, and Oliver Schwabe, *Journal of Corporate Real Estate* vol 9, No 3, 2007.
- "Mobile Workers: practices, relationships and components for effective workplaces," Camille Venezia and Verna Allee, *The leader*, Core Global, Vol 6, Issue 6, pp. 18-22, June 2007.
- "Collaboration, Innovation and Knowledge Sharing in a Global Telecom," Verna Allee and Jan Taug, *Journal of Organizational Learning*, November 2006.
- "Will the Real Project Please Stand Up? Getting Organized with Value Network Analysis," David Meggitt and Verna Allee for the *Association of Project Management Yearbook 2006-2007*.
- "360 Degree Transparency and the Sustainable Economy", World Business Academy, February 4, 2004.
- "Global Action Networks and the Evolution of Public Policy Systems," Steve Waddell and Verna Allee for the *ICSTM Conference*, Philadelphia, May 19, 2004.
- "New Partnerships for Sustainable Development in the Knowledge Economy: Roadmap for a Vision," A funded ICT Framework Project for the European Commission, Verna Allee and Marc Luyckx, July 2003.
- "A Value Network Approach for Modeling and Measuring Intangibles," *Proceedings, Transparent Enterprise*, Madrid, November 2002.
- "GRI Network Development, South Africa," Steve Waddell and Verna Allee, November 2002.
- Guest Editor, "The Technology Myth in Knowledge Management and Business Intelligence," *Cutter IT Journal*, March 2002.
- "Bottom Line KM" (interview for cover article), *Knowledge Management Magazine*, July 2001 (<http://www.kmmag.com>).
- "New Business Fundamentals," *Perspectives*, ASTD Mt. Diablo Chapter D, August 2001
- "Knowledge Networks and Communities of Practice," *OD Practitioner*, Fall 2000.
- "Return on Knowledge," *Executive Excellence*, September 2000.
- "Why eLearning is not Knowledge Management," *Linezine*, August 2000.
- "Reconfiguring the Value Network," *Journal of Business Strategy*, July-August 2000.
- "The Value Evolution," *Journal of Intellectual Capital*, May 2000.
- "The Ethics of Knowledge," *Executive Excellence*, May 2000.
- "New Tools for the New Economy," *Perspectives in on Business and Global Change*, December 1999.
- "Rethinking Value in the Knowledge Economy," *2000 Handbook of Business Strategy*, 1999.
- "The Art and Practice of Being a Revolutionary," *Journal of Knowledge Management*, June 1999.
- "Knowledge or Learning," *Leverage*, March 1999.
- "Human Capital and Value Creation in the Knowledge Economy," (cover) *HR Monthly*, Australia, May 1998.
- "Origins of Knowledge (interview)," *Exec! On-line edition*, February 1998.

BOOKS AND OTHER PUBLICATIONS (continued)

Published Articles and Papers (*continued*)

- "Twelve Principles of Knowledge Management," *Training and Development*, November 1997.
- "Elegant Solutions for Mastering Complexity," *Vision/Action*, Summer 1997.
- "Ongoing Learning," *Personal Excellence*, May 1997.
- "Chevron Maps Key Knowledge and Transfers Best Practices," *Knowledge Inc.*, April 1997.
- "Knowledge and Self-Organization," *Executive Excellence*, January 1997. (Reprinted in *Drake Business Review*, Canada; *HR Monthly*, Australia; and *Leverage*, U.S.)
- "Creating Adaptive Organizations," *Executive Excellence*, March 1996.
- "Breakthrough Benchmarking, An Organizational Learning Approach," *Competitive Intelligence Review*, January 1996.
- "A Passion for Benchmarking," *Executive Excellence*, July 1995.
- "Rethinking Systems Thinking," *New Leaders Newsletter*, June 1995.
- "A Transformation in Learning," *The Benchmark*, May 1995.
- "Transformational Learning," *Executive Excellence*, April 1995.
- "Transformational Learning and Performance," *Creatia*, April 1995 (in 3 languages).
- "Tools for Reengineering," *Executive Excellence*, February 1995.
- Book Reviews, *Intuition Magazine*, 1994, Leadership and the New Science, *Margaret J. Wheatley*.
- "Intuition in Organizations," *Weston Agor*.
- "Self-Questioning as a Principle of Organizational Change," *Taking Aim*, 1990.

Web Tools and Applications

Value Networks.com™ portfolio of hosted and embedded applications, providing predictive software for monitoring and managing complex work environments and human interactions utilizing value network visualizations and analytics.

GenIsis™ software application to support *HoloMapping*® and *ValueNet Works*™ methodologies.

ValueNet Works™ *Fieldbook*, with detailed consulting guides for conducting a *ValueNet Works*™ Analysis (retired).

Verna Allee Toolkit, featuring e-learning modules and applications for *HoloMapping*® and *ValueNet Works*™ methodologies, and *Knowledge Links*© assessments (retired).

Articles and Interviews about Verna Allee

- "Knowledge Works: KM Maxims," by Jerry Ash, *Knowledge Management*, 28 March, 2006.
- "Opinion: Verna Allee" *Knowledge Management*, 18 January, 2006.
- "Value Networks: How Organizations Really Work," by Alexander Sheiffer, *Transformations*, World Business Academy, August 4, 2005.
- "Thought Leader: Verna Allee," *Knowledge Management*, 14 Jan, 2005.
- "Alex Bennet Interviews Verna Allee," by Alex Bennet, July 2004.
- "Interview: Verna Allee," by Sandra Higgenson, *Knowledge Management*, 30 April, 2004.
- "Mihaly Nagy Interviews Verna Allee," by Mihaly Nagy, March 2004.
- "Put it to the Board: Verna Allee," *Knowledge Management*, 27 January, 2004.
- "David Skyrme Interviews Verna Allee," by David Skyrme, December 2003.

BOOKS AND OTHER PUBLICATIONS (continued)**Articles and Interviews about Verna Allee** (continued)

- "The Knowledge – KM Europe 2003," (cover), by Simon Lelic, *Knowledge Management*, August 2003.
 "Your Say: KM on Trial," by Sandra Higgenson, *Knowledge Management*, 19 December 2003.
 "Verna Allee on Rethinking KM," by Steve Barth, *Knowledge Management Magazine*, July 2001.

Video Tapes

- Gurteen Network Conference Keynote Brad Meyer Productions, 2003.
 Keynote "Knowledge, Value and Networks," KM World, 2002.
 Camden Knowledge Conference interviews, 1999.
 "Understanding Knowledge Work," *Ash Quarry Productions*, 1998.
 "Managing Knowledge Workers," *Ash Quarry Productions*, 1998.

Audio Tapes

- "Value Creation in the Knowledge Economy," *Access Systems*, 1998.
 "Knowledge and Collaborative Learning," *Access Systems*, 1998.

Poetry

- "Money" (poem), *Occident*, 1986.
 "Night Swim" (poem), *Occident*, 1986.
 "Black Holes" (poem) *Quilt*, 1986.
 "Three Ways to Skin a Cat" (poem) *Quilt*, 1986.
 "The Sexual Politics of Organizational Change," *Honors Thesis*, 1986.

PRESENTATIONS, KEYNOTES, AND WORKSHOPS (Public and Invitational)

Oxford University Senior Executive Program (Guest Lectures)	Oxford, UK	May 2010
Henley KM Conference	Henley, UK	Feb 2010
Healthcare leadership Forum and Summit (Keynote, workshop)	Vancouver, CAN	Oct 2009
Future of Talent (Keynote)	Monterey, CA	Oct 2009
Procter & Gamble Leadership Summits	Cincinnati, OH	Sept 2009
Collaboration & Innovation 2009, Purdue University (Featured Author)	West Lafayette, IN	Sept 2009
Conference on Knowledge, Culture and Change (Keynote)	Boston	June 2009
IC5 Conference (Keynote)	Paris	May 2009
European Conference Intellectual Capital (Keynote, Presentation)	Haarlem	April 2009
Medical Networking Event Bristol-Myers Squibb (Keynote, workshop)	Princeton, NJ	April 2009
Gathering 2 (Webinar)	Virtual	April 2009
Value Network Cluster Event Value Networks	Toronto	March 2009
Knowledge Management Workers (Presentation)	Toronto	March 2009
Henley Knowledge Management Conference (Keynote, workshop)	Henley, UK	Jan 2009
BCAHC Networks in Healthcare Workshop (Keynote, workshop)	Vancouver	Jan 2009
Value Network Cluster Event VNA Workshop	Los Angeles	Dec 2008
Consortium for Service Innovation (Summit)	Avon, Co	Dec 2008
VINNOVA Workshops Regional Development (workshops)	Sweden	Nov 2008
INFORMS Conference (presentation)	Washington DC	Oct 2008

PRESENTATIONS, KEYNOTES, AND WORKSHOPS (continued)

VN Cluster	Washington, DC	Sept 2008
CBA Business Academy (guest lecture).....	Zagreb, Croatia	April 2008
Research Board (keynote)	Lisbon	March 2008
University of Waikato (guest lecture).....	Hamilton, NZ	Feb 2008
Open Innovation Conference (keynote).....	Scottsdale	Jan 2008
Public Service Centre for Organizational Excellence.....	Singapore	Jan 2008
Centre of Excellence for National Security (CENS)	Singapore	Jan 2008
Value Network Cluster Event	San Francisco	Jan 2008
Financial Times Innovation Conference (featured speaker)	London	Nov 2007
KM World	Santa Clara	Nov 2007
KM Asia (Keynote)	Singapore	Nov 2007
Human Capital in the Knowledge Society (featured speaker).....	Skopje	Sept 2007
Linkage Best of OD (featured speaker)	Chicago	May 2007
American Heart Association Quality of Care and Outcomes (workshop)	Washington DC	May 2007
CBA Business Academy (guest lectures).....	Zagreb, Croatia	April 2007
KM Leaders (guest lecture).....	Virtual	April 2007
Strategic HR in the Knowledge Economy.....	Sofia, Bulgaria	March 2007
Value Networks Summit.....	Toronto	March 2007
University of Waikato (lectures and dinner keynote).....	Hamilton NZ	Feb 2007
Value Networks Summit.....	Los Angeles	Feb 2007
Complexity Cluster Event.....	San Francisco	Oct 2006
Consortium for Service Innovation (keynote).....	Scottsdale	Oct 2006
Value Networks Cluster Event	Dallas	Oct 2006
World Congress on Intellectual Capital (keynote).....	Seoul	Sept 2006
Value Networks Summit.....	Boston	Sept 2006
Value Networks European Summit	Netherlands	June 2006
Bentley College Collaborative Networks (symposium)	Boston MA	June 2006
Value Network Cluster Boston	Waltham MA	June 2006
Value Network Cluster Cleveland.....	Cleveland OH	May 2006
CBA Human Resources Symposium (featured speaker).....	Zagreb, Croatia	April 2006
CBA Business Academy (guest lectures).....	Zagreb, Croatia	April 2006
Value Network Summit and Retreat	Netherlands	April 2006
Value Network Cluster Silicon Valley	San Jose, CA	April 2006
Hamilton Rotary Club (presentation)	Hamilton NZ	March 2006
University of Waikato (lectures and seminar)	Hamilton NZ	March 2006
Lukey SmartNet (seminar)	Wellington NZ	March 2006
Value Network Cluster Los Angeles (featured speaker)	Los Angeles	March 2006
Mayo Clinic (seminar)	Rochester MN	Feb 2006
UC Berkeley School of Engineering (podcast)	Berkeley	Feb 2006
Braintrust 2006 (keynote).....	San Francisco	Feb 2006
Women's Philanthropic Leadership Circle (seminar).....	Minneapolis	Feb 2006
U of Minnesota School of Education (workshop).....	Minneapolis	Feb 2006
Institute of Public Health Ireland (keynote and workshop)	Belfast	Jan 2006
Beeches Management Centre (seminar).....	Belfast	Jan 2006
KM World (keynote and half-day workshop).....	Santa Clara	Nov 2005
CROMA Business Academy (public lecture)	Zagreb	Nov 2005
Stamford Global HR Conference (keynote and one-day workshop)	Budapest	Nov 2005

PRESENTATIONS, KEYNOTES, AND WORKSHOPS (continued)

Network Round Table (presentation).....	Univ. of Virginia	Nov 2005
Future of Talent (featured guest).....	San Francisco	Oct 2005
In2Thinking (telepresentations)	Seattle	June 2005
CP2 Guest Lecture (online).....	On-line	May 2005
SOL Australia (2-day workshop with Dave Snowden)	Brisbane	April 2005
AUT Auckland (public lecture).....	Auckland NZ	April 2005
Lukey SmartNet (one-day master class)	Wellington NZ	April 2005
e-Office (public lecture).....	Utrecht	Feb 2005
Hanken Business School (public and private seminars).....	Helsinki	Feb 2005
Scottish Enterprise (public and private seminars).....	Glasgow	Feb 2005
Knowledge, Networks and Value Creation (master class).....	London	Sept 2004
Exploiting Social Networks in Organizations (keynote).....	London	Sept 2004
Fourth Intl Conf Knowledge, Culture and Change (keynote)	London	Aug 2004
London Knowledge Network (one-day master class)	London	Aug 2004
ICTSM Conference (with Steve Waddell).....	Philadelphia	May 2004
Ark Group (two-day master class).....	Singapore	April 2004
Ark Group (two-day master class).....	Sydney	April 2004
Lukey Smart-Net (four cities with Ross Dawson March 24-April 2).....	New Zealand	March 2004
Global Mind Change Conference	Santa Barbara	March 2004
Stamford Global (two-day Leadership workshop with Marc Luyckx).....	Budapest	March 2004
<i>ValueNet Works</i> ™ Master Class (one-day Genova Group).....	Boston	Feb 2004
Greenwich University Master Class (one-day)	London	Nov 2003
4 th Annual KM Europe (keynote and master class).....	Amsterdam	Nov 2003
Healthy Enterprise and AV Media (one-day workshop)	Aberdeen, UK	Nov 2003
Knowledge Board (keynote and workshop).....	Brussels	Oct 2003
Presidio Dialogues.....	San Francisco	Sept 2003
Academy of Management (with Anita Burke)	Seattle	Aug 2003
BAODN Authors Day (panel)	San Francisco	May 2003
Braintrust 2003 (post-conference workshop).....	San Francisco	Feb 2003
6 th World Congress on Intellectual Capital (plenary panel)	Hamilton, Ontario	Jan 2003
KM Cluster San Francisco (presentation and book signing).....	San Francisco	Dec 2002
Intellectual Capital Forum (keynote).....	Oslo	Nov 2002
Scandinavian Knowledge Management Conference (keynote)	Copenhagen	Nov 2002
KM World and Internet World (workshop)	Santa Clara, CA	Oct 2002
E-Work Europe (keynote).....	Paris	Sept 2002
American Society for Training and Development (local program).....	San Ramon, CA	July 2002
Cutter Summit (keynote)	Boston	April 2002
Internet World Spring 2002 (panel)	Los Angeles	April, 2002
Presentation and Workshop.....	Wellington NZ	Jan 2002
University of Waikato (workshop).....	Auckland NZ	Jan 2002
Learning in Organizations (keynote).....	Melbourne AU	Jan 2002
Enterprise Intelligence (keynote).....	Orlando, FL	Dec 2001
KM World Annual Conference (keynote)	Santa Clara, CA	Oct 2001
4 th Annual Knowledge Management World Congress (keynote).....	Seoul, Korea	Oct 2001
American Society for Training and Development (local program).....	San Ramon, CA	Aug 2001
Foundation for Human and Economic Development (co-convener)	Dharamsala, India	April 2001
Braintrust 2001 (featured speaker).....	San Francisco	Feb 2001

PRESENTATIONS, KEYNOTES, AND WORKSHOPS (continued)

Enterprise Intelligence (keynote).....	Orlando, FL	Feb 2001
Intellectual Capital World Congress (keynote).....	Toronto	Jan 2001
Future Leaders Forum (panel)	Switzerland	Nov 2000
ODN National Conference (featured speaker).....	Atlanta	Oct 2000
Knowledge Management Practices for the Financial Services Industry.....	New York	July 2000
USC Seminar on Value Creation in the Knowledge Economy	Los Angeles	March 2000
Training 2000 (featured speaker)	Atlanta	Feb 2000
Enterprise Intelligence (keynote and co-chair)	Orlando, FL	Dec 1999
CIET Knowledge Net Conference	Rio de Janeiro	Oct 1999
OD Network Annual Conference (workshop).....	San Diego	Oct 1999
Primus User Conference (keynote)	Seattle	Sept 1999
Knowledge Management Leadership Summit	Camden	June 1999
Health Forum Summit (workshop).....	San Francisco	April 1999
ASTD Silicon Valley Chapter (workshop)	Santa Clara, CA	April 1999
Eicher Consultancy Ltd. (workshops in five cities).....	India	March 1999
Knowledge in Action – Israel (Keynote).....	Cyberspace	Feb 1999
Brain Trust Knowledge Management World Summit (keynote)	San Francisco	Jan 1999
Healthcare Forum CEO Summit.....	Chicago	Nov 1998
Healthcare Forum Fall Conference (keynote).....	Chicago	Oct 1998
World Business Academy	Chicago	Oct 1998
Collaboration 98 (online conference guest author)	Cyberspace	Oct 1998
Business in the Knowledge Era (keynote).....	Rio de Janeiro	Aug 1998
Santa Barbara Human Resources Association (keynote).....	Santa Barbara	Aug 1998
Metro Set (videoconference).....	New York	June 1997
Maximizing Organizational Intelligence (workshop).....	Sydney	May 1997
Realizing Human Capital (keynote and workshop).....	Canberra	May 1997
Knowledge Value Creation (workshop)	Hobart	May 1997
Process & Product Leadership Week.....	Boston	April 1997
Knowledge Ecology Fair (online conference)	Cyberspace	Feb 1997
Chief Learning Officer (keynote)	Orlando, FL	Nov 1997
Knowledge in Action Conference (keynote).....	Israel	Oct 1997
World Future Society	San Francisco	July 1997
Knowledge Management for the Global Bio/Rx Industry	Boston	July 1997
Society for Human Resource Management.....	San Diego	June 1997
Canadian Human Resource Planning Society.....	Toronto	June 1997
Creating Value through Knowledge Management	San Francisco	Feb 1997
Association for Internal Management consultants	Berkeley	Feb 1997
Northern California Human Resources Council	San Francisco	Oct 1996
SactQ Quality Group.....	Sacramento	June 1996
Strategic Planning Institute Benchmarking Forum.....	Chicago	June 1996
Bay Area OD Network Best in the West	San Ramon, CA	April 1996
Ketchikan Focusing Toward Effective Change Seminar	Ketchikan	Mar 1996
OD Network	Seattle	Nov 1995
GOAL/QPC (From Information to Knowledge)	Boston	Oct 1995
AQP Regional Seattle	Seattle	Sept 1995
ASTD National	Dallas	May 1995
Society of Competitive Intelligence Professionals	Phoenix	May 1995

PRESENTATIONS, KEYNOTES, AND WORKSHOPS (continued)

ASQC Regional Conference	San Diego	Mar 1995
International Benchmarking Clearinghouse.....	Tampa	Feb 1995
Human Resources Conference (regional).....	San Mateo, CA	Feb 1994
Systems Thinking, Systems Doing.....	San Mateo, CA	Feb 1993
OD Network	Toronto	Nov 1992

ASSOCIATIONS AND ALLIANCES**Professional Positions and Affiliations**

Enterprise of the Future project George Washington University	Advisory Board since 2005
Ethical Markets Television Network	Editorial Board since 2003
European Commission	Advisor since 2003
Vision 2020, (Brussels)	Advisory Board 2003
Euro-Vision (Germany)	Senior Associate Since 2003
GAN-Net Global Action Networks-Network	Senior Associate Since 2003
Performance Management Association Intellectual Capital Group	Advisory 2003
Inside Knowledge (journal) (UK)	Editorial Board 2003-2008
Konvergeandknow	Senior Associate and Advisor 2002-2005
World Business Academy	Elected Fellow in 1998
Member Friendly Favors	Since 2001
Knowledge Management Consortium International	Advisor 2000
Brookings Institution Task Force for Intangibles	Member 2000
Cutter Consortium, Business Intelligence Group	Sr. Associate since 2000
Knexus Project, Stanford University	Advisor 1999
Executive Committee, Special Interest Group, Learning Organization for national American Society for Training and Development (ASTD)	1993-1995
President Elect, Mt. Diablo Chapter ASTD	1993
Program Chair, Mt. Diablo Chapter ASTD	1992
Advisory Board, Association of Innovative Managers	1990-1993
Organizational Development Network	Member 1992-2002

Academic Positions and Affiliations

Advisory Board, CBA Business Academy, Croatia	2005-2008
Advisory Board, Collaborative Intelligence Lab, UC Berkeley	2003-2005
Advisory Board, Knowledge Management Institute, George Washington University	2002-2005
Adjunct Faculty, Waikato University, New Zealand	2002-2008
Adjunct Faculty, Alliant International University, Alameda, California	2001-2003
Visiting Professor, Greenwich University	2003-2006

Academic Guest Lectures

Australian University of Technology
Alliant University
Bentley College,
BI Norwegian School of Management, Oslo
California School of Professional Psychology
California Institute of Integral Studies
Civil Service College Public Service Centre for Organizational Excellence (Singapore)
Nanyang Technological University, S. Rajaratnam School of International Studies (Singapore)
CBA Business Academy (Zagreb)
Federal University of Rio de Janeiro

ASSOCIATIONS AND ALLIANCES (continued)**Academic Guest Lectures** (continued)

George Washington University
 Greenwich University (London)
 Hanken School of Business (Helsinki)
 Henley, UK
 John F. Kennedy University
 L.C. Jaynes School of Business (India)
 Loyola College, Timonium MD
 Oxford University, UK
 Northeastern University, Boston MA
 Purdue, West Lafayette, IN
 Royal Roads University (British Columbia)
 University of Melbourne (Australia)
 University of Minnesota, Carlson School of Business
 University of Southern California, Marshall School of Business
 University of San Francisco
 University of Virginia Network Round Table
 University of Waikato (New Zealand)
 Victoria University (New Zealand)

CUSTOMER LIST SINCE 1990**Private Industry**

ACT	Hydro Aluminum
Alliance for Converging Technologies	Identity Commons
American Express (India)	INS
American Productivity and Quality Center	Kathleen Robinson Associates
Ark-Group (London and Sydney)	Kimberly-Clark
AT&T	Kennecott Energy
Beeches Management Centre	KLA-Tencor
Bristol Myers-Squibb	KM World
British Columbia Academic Healthcare Council	Linkage Inc
Chase Manhattan Bank	Lukey Training (New Zealand)
Cisco Systems	Mason & Hanger
Chevron Research and Technology Company	Mayo Clinic
Chevron Services Company	Mervyn's Department Store
Chubb & Son	Motorola
Consortium for Service Innovation	MWH, Inc
e-Office (Netherlands)	Nihilent
Edna Pasher Associates (Israel)	Oracle
Eicher Consultancy Ltd. (India)	Pacific Bell
Eli Lilly Corp	Pacific Gas & Electric
Ellen Williams Associates	Paradigm Health Corporation
Enza Fresh (New Zealand)	Peer 3
EPPA (Brussels)	PeopleSoft
Gelinas & James	Petrobras (Brazil)
General Public Utilities	Citibank
Genova Group	Potlatch Corporation
Global Gateways	PricewaterhouseCoopers
GOAL/QPC	Primus Software
HP (US and Barcelona)	Procter & Gamble

Provicus
 Rand Corporation (Netherlands)
 Realchange Network
 Rochester Telephone
 Rockwell Avionics
 Rolls-Royce
 Samtel (India)
 Seagate Technologies
 Solectron
 Southern California Gas Co.
 Steelcase

Strategic Action Associates
 Sun Micro Systems
 Symantec
 Telenor (Norway)
 The Boeing Company Commercial and Defense
 The Mutual Group
 TRG (Training Resources Group)
 Unisys
 Unocal
 WDH B Consulting Group

Non-Profit and Government

AgResearch (New Zealand)
 California Engineering Foundation
 CIGAR
 Dalai Lama Foundation
 Environment Canada (EC)
 European Commission Framework
 Advisor since 2004
 NESKEY 2003
 ERAnets 2004
 Laboranova 2006
 FINEP (Brazil)
 Foundation for Human and Economic
 Development
 Global Action Network (GAN-net)
 Global Reporting Initiative – South Africa
 Harbor Bay Isle Home Owner's Association

Healthcare Forum San Mateo County OD Group
 ICTSD – International Centre for Trade and
 Sustainable Development (Geneva)
 Institute of Public Health Ireland
 IUCN - World Conservation Union (Geneva)
 Ministry of Defense (UK)
 NASA
 Natural Resources Canada
 San Francisco Women Artists
 Scottish Enterprise
 Southern California Association of Governments
 The Center for the Education of the Infant Deaf
 The Regional Institute of Southern California
 United States Forest Service
 Womens Philanthropic Leadership Circle

Associations

American Society Training and Development
 Asian Knowledge Management Assoc (Fellow)
 Association Internal Management Consultants
 Australian Human Resources Institute
 Braintrust International
 Health Forum
 International Benchmarking Clearinghouse
 International Institute for Research
 ICD Events
 Management Roundtable
 MetroSet

Organizational Development Network
 Performance Management Association
 Intellectual Capital Group (Board)
 Society for Competitive Intelligence Professionals
 Society for Human Resource Management
 Society for Organizational Learning Australia
 Strategic Planning Institute
 The Executive Committee (TEC)
 World Business Academy (Fellow)
 World Future Society

PERSONAL NOTES

Ms Allee resides in the San Francisco Bay Area surrounded by family, friends, and assorted pets and wildlife. She is deeply committed to helping people find ways of working that are good for people, good for the planet, and good for business. Ever the optimist, Verna believes new understanding of intangible value and networks opens a real possibility for redefining wealth, meeting global societal and environmental challenges and generating true global prosperity.