

**Verna Allee**

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USA

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**PROFILE**

- ◆ Over fifteen years experience as a consultant, author, speaker and researcher in leading-edge management practices.
- ◆ Globally recognized expert in knowledge management, intellectual capital, value networks, new business models, organizational learning, systems thinking, and benchmarking best practices.
- ◆ Named one of the top six people in knowledge management by KM Magazine in July 2001. Cover article interview for Knowledge Management Magazine, September 2003.
- ◆ A dynamic leader, presenter, and educator who achieves maximum potential of 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 *Allee ValueNet Works™ Fieldbook* and the *Gen/sis™* software application.
- ◆ Author of books and numerous articles, including *The Future of Knowledge* (2003), and *The Knowledge Evolution* (1997), international best sellers in the knowledge management field.
- ◆ Member of several advisory boards and task forces including the Ethical Business television series.

**EDUCATION**

- ◆ M.A., John F. Kennedy University      Human Consciousness, Summa Cum Laude      1989  
Specialization in Organizational Leadership
- ◆ B.A., University of Calif. at Berkeley      Social Science, Summa Cum Laude      1986  
Majoring in International Business
- ◆ Academic positions listed on page 9.

**PROFESSIONAL EXPERIENCE****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. Recent customers include HP, Motorola, Environment Canada (government), Montgomery Watson Harza, Sun Micro Systems, and Eli Lilly. (Complete list on page 10.) Close alliances and project partners include **Eurofocus** (Germany), **Colabria** (San Francisco), **GAN-Net** Global Action Networks – Net (Boston), **Vision 2020** (Brussels), **<konvergeandknow>** (Toronto), **Advanced Human Technologies** (Sydney). Support services are provided by Fran Kelly, **Great Pages Alive** (Martinez, CA).

**PROFESSIONAL EXPERIENCE** (*continued*)**Projects include:**

- 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.
- Leading strategic executive-level strategy work and competency development in knowledge management, communities of practice, intangibles, and value networks for multi-national corporations and government agencies, including Telenor (Norway), Environment Canada, Cisco, Boeing, Mayo Clinic, HP, Eli-Lilly, and Motorola.
- 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.
- 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, India, Fiji, Canada, and Brazil.
- Designing and delivering certification programs in value network analysis. Methods of delivery include one- and two-day master classes in the UK, Netherlands, Belgium, Croatia, New Zealand, Singapore, Australia, and the US; online certification courses; and e-learning modules combined with a web based software application.
- 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 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.
- Serving on advisory and research teams with The Brookings Institution Task Force on Intangibles, and with the Stanford University KNEIXIS project in knowledge networks.

**PROFESSIONAL EXPERIENCE** *(continued)***Projects (continued):**

- 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 include 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 a large multi-national technology company.
- 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.
- 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” companies in its industry.*
- 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 over 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.

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**BOOKS AND OTHER PUBLICATIONS**


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**Books and Book Chapters**

*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 and scheduled for release 2003 by Sharma Publishing (India).

“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 Symposion 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

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

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

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

*Learning Links: Enhancing Individual and Team Performance*, Pfeiffer Inc, 1996, now also available through Verna Allee Associates, [www.vernaallee.com](http://www.vernaallee.com), and the Verna Allee Toolkit.

A Value Network Approach for Modeling and Measuring Intangibles, Proceedings, Transparent Enterprise, Madrid, 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>).

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.

Human Capital and Value Creation in the Knowledge Economy (cover article) *HR Monthly*, Australia, May 1998.

Origins of Knowledge (interview), *Exec! On-line edition*, February 1998.

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.

**BOOKS AND OTHER PUBLICATIONS** *(continued)***Web Tools and Applications**

*GenSis™* software application to support *HoloMapping®* and *ValueNet Works™* methodologies  
*ValueNet Works™* Fieldbook, with detailed consulting guides for conducting a *ValueNet Works™*  
 Analysis. <http://www.alleevaluenetworks.com>

*Verna Allee Toolkit*, featuring e-learning modules and applications for *HoloMapping®* and *ValueNet Works™* methodologies, and *Knowledge Links©* assessments. <http://www.alleetoolkit.com>

**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.

Keynote "Knowledge, Value and Networks," KM World, 2002.

**Other Publications and Poetry**

*Transformational Learning and Performance Matrix™*, poster, Verna Allee Associates, 1995.

*Quality Tools Matrix™*, poster guide to quality tools, Verna Allee Associates, 1994.

"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**

Value Networks Workshop.....	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
CROMA Human Resources Symposium (featured speaker).....	Zagreb, Croatia	April 2006
CROMA 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

**PRESENTATIONS, KEYNOTES, AND WORKSHOPS** *(continued)*

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
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 <sup>th</sup> 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 <sup>th</sup> 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

**PRESENTATIONS, KEYNOTES, AND WORKSHOPS** *(continued)*

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 <sup>th</sup> 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
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

**PRESENTATIONS, KEYNOTES, AND WORKSHOPS** *(continued)*

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
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**

Institute for the Enterprise of the Future	Advisory Board since 2005
Ethical Business Television Network	Editorial Board 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 since 2003
Konvergeandknow	Senior Associate and Advisor since 2002
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, Collaborative Intelligence Lab, UC Berkeley	Since 2003
Advisory Board, Knowledge Management Institute, George Washington University	2002-2005
Adjunct Faculty, Waikato University, New Zealand	Since 2002
Adjunct Faculty, Alliant International University, Alameda, California	Since 2001
Visiting Professor, Greenwich University	Since 2003

## Academic Guest Lectures

Australian University of Technology  
 Alliant University  
 California School of Professional Psychology  
 California Institute of Integral Studies  
 CROMA Business Academy (Zagreb)  
 Federal University of Rio de Janeiro  
 Greenwich University (London)  
 Hanken School of Business (Helsinki)  
 John F. Kennedy University  
 L.C. Jaynes School of Business (India)  
 Loyola College, Timonium MD  
 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)

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## CUSTOMER LIST SINCE 1990

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### 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)	Kennecott Energy
AT&T	KLA-Tencor
Beeches Management Centre	KM World
Boeing	Linkage Inc
Chase Manhattan Bank	Lukey Training (New Zealand)
Cisco	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)	Provectus

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

Strategic Action Associates  
 Sun Micro Systems  
 Telenor (Norway)  
 The Mutual Group  
 TRG (Training Resources Group)  
 Unisys  
 Unocal  
 WDH 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 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)  
 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 and generating true global prosperity.