



Theresa M. Szczurek, Ph.D. (NACD.DC), Boulder, CO, USA

Experienced Tech & Cybersecurity-Savvy Corporate Director, CEO, State CIO, and Entrepreneur

BOARD COMPETENCIES / SKILL SETS

- IT, Cybersecurity, & Digital Transformation
- Nominations & Talent Development
- Government, Regulatory, & Politics
- Environment, Social, & Governance (ESG)
- Entrepreneur & CEO mindset
- Global Marketing & Operations
- Stakeholder Engagement
- Mergers & Acquisitions
- Strategy & Bridge Builder
- Financial & Audit Acumen
- Innovation
- Risk Management

VALUE PROPOSITION

- Global C-suite leader and board director in telecommunications, software, technology, education, energy, and government industries helping firms increase revenue and produce extraordinary results.
- Certified (NACD.DC) with board governance and audit experience, including Board and Committee chair.
- Overseer of Information Technology (IT) solutions, digital transformation, and cybersecurity reducing risks, as CIO of the technology ecosystem for the \$33B State of Colorado with over 1000+ staff members.
- Co-founder of three technology entrepreneurial firms with CEO / COO/ CMO roles growing business in healthcare, retail, technology, insurance, e-commerce, financial services, hospitality, and other segments, fundraising over \$60M through Series E rounds, and leading M&A resulting in good exits.
- Financial manager of a \$400M budget. Catalyst building more prosperous, meaningful organizations.
- Diffusion of innovation expert growing stock price and efficiencies from adoption of technology.
- Certified Management Consultant®, speaker, and published author of *Pursuit of Passionate Purpose*.

BOARD SERVICE WITH FOR PROFIT BUSINESSES AND COMMITTEE INVOLVEMENT

- RADISH SYSTEMS, LLC**, Boulder, CO 2009 - 2018, 9/2020 - present
 Mobile enterprise software micro-cap firm which helps businesses share visual information while talking or chatting.
Vice Chair and Member, Board of Directors; Managing Member/CEO; Co-founder, Chair of Strategy and M&A teams
- HYBRIDS PLUS, INC.**, Boulder, CO 2006 - 2007
 Inventor of state-of-the art battery systems that converted hybrid electric vehicles into plug-in hybrids.
Member, Board of Directors and Co-founder; Chair of Marketing team
- RADISH COMMUNICATIONS SYSTEMS, INC.**, Boulder, CO 1990 - 1994
 A venture capital funded micro-cap firm which invented the first Visual IVRs and visual live collaboration systems.
Member, Board of Directors and Co-founder; Chair of CEO Succession, Talent Development, M&A, & Innovation teams

BOARD SERVICE WITH GOVERNMENT AND EDUCATION ENTITIES AND COMMITTEE INVOLVEMENT

- WESTERN COLORADO UNIVERSITY**, Gunnison, CO 12/2020 - present
Member, Board of Trustees; Chair, Action Committee; Chair, Policy / Governance Committee
- STATE OF COLORADO**, Governor Polis Cabinet, Denver, CO 1/2019 - 9/2020
 The highest-level Executive Branch leaders supporting the Governor and directing the \$33B State of Colorado.
- STATEWIDE INTERNET PORTAL AUTHORITY** for State of Colorado, Denver, CO 2019-2020
Chair and Member, Board of Directors (previous Vice Chair), Chair of Nominating (managed CEO succession) and Member of Finance/Audit Committees
- STATE OF COLORADO**, INFORMATION MANAGEMENT COMMISSION, Denver, CO 1995-1997
Commissioner and Chair, Strategic Planning Committee

PROFESSIONAL EXPERIENCE

- STATE OF COLORADO**, Denver, CO (www.Colorado.gov/oit)
Chief Information Officer and Executive Director of Office of Information Technology 1/2019 - 9/2020
- Responsible for delivery and operation of information / telecommunications / cybersecurity technology for \$33B State supporting over 31,000 employees in 17 Executive agencies. Motivator of 1,000+ staff. Managed \$400M budget. Launched Colorado Digital Service and innovation incubator.
 - Increased customer delight as measured with Net Promoter Score (NPS) by 13 points in six months.
 - Led digital transformation with launch of award-winning Colorado Digital ID™ in myColorado® app.

TECHNOLOGY AND MANAGEMENT SOLUTIONS, LLC, Boulder, CO

1994 - 2009

President and CEO

9/2020 - present

www.TMSworld.com and www.PursuitofPassionatePurpose.com

- Certified Management Consultant® and speaker for large-cap F500 to micro-cap firms specializing in interim executive roles, strategic planning, marketing, and organization development (OD) to help clients oversee IT and cybersecurity, innovate, grow revenues, build customer delight, and produce results:
 - Helped disaster recovery IT software firm clarify its strategy, develop a marketing plan, and execute.
 - Through work with Government Sourcing Solutions, helped governments and schools meet their objectives through improved procurement and helped firms attract public sector business.
- Developer of proven “Pursuit of Passionate Purpose” strategic planning and leadership process which produces profit, productivity, employee retention, peak performance, meaningful work, and other rewards.
- Advisor: U.S. Digital Response, Blackstone Entrepreneurs Network, Founder Institute, Intl Women’s Forum

RADISH SYSTEMS, LLC, Boulder, CO (www.RadishSystems.com)

2009 - 2018

CEO, Co-Founder, and Vice Chair of Board of Directors

9/2020 - present

- Creator of mobile visual collaboration enterprise software so callers see, hear, and send visuals.

RADISH COMMUNICATIONS SYSTEMS, INC., Boulder, CO

Co-Founder, C-level Executive (COO / CMO / Chief Planning Officer), Board Director 1990 - 1994

- Key player in founding and transforming a start-up into a thriving firm that sold for over \$40 million.

AT&T INTERNATIONAL, Basking Ridge, NJ and **AT&T BELL LABORATORIES**, Denver, CO

Global Business Manager, Product Line Manager, and Member of Technical Staff

- Responsible for profit/loss and product lifecycle for Asia/Pacific, Europe, S. America, and Middle East.
- Programmer and Operations Researcher improving System 85 communications complex performance.

EDUCATION AND TRAINING

Ph.D. & MBA University of Colorado, Boulder, Business Administration (Focus: Marketing, OD, Info Systems).

M.S. Stanford University, College of Engineering, Operations Research.

B.S. Western Illinois University, Mathematics with Finance and Statistics minors (*High Honors*).

Member and Certified Director (NACD.DC); Graduate Boardbound program (2020-21), Vetted Member NYSE Diversity Initiative (2021+), Vetted Member Digital Directors Network, Graduate Deloitte BoardReady (2022)

Certified Management Consultant®, Institute of Management Consultants, ID License: 5588410

SELECTED RECENT AWARDS

- 50 Women to Watch for Boards, finalist, 50/50 Women on Boards (2023)
- Colorado CIO of the Year in Public Sector, ORBIE® (2020)
- Woman of Distinction (2019), Volunteer Service Awards (2016 & 2017), Girls Scouts of Colorado
- Lifetime Achievement (2019) and Vision Award (2000), Business and Professional Women of Colorado
- Outstanding Woman in Business, Small Business Category, *Denver Business Journal* (2011)

BOOKS

Pursuit of Passionate Purpose: Success Strategies for a Rewarding Personal and Business Life, NY: John Wiley & Sons, December, 2004. (Amazon #4 Business Bestseller, 800-CEO-READ #5 Bestseller, and more)

Champions of Technological Change: How Organizations Successfully Implement New Technology, NY: Garland Publishing, February 1994. Republished London: Routledge, Taylor & Francis Group, July 2018.

Financing Technology Businesses, with M. Bąk, P. Kulawczuk, and A. Szcześniak, Warsaw, Poland: Institute for Private Enterprise and Democracy, Polish Chamber of Commerce, March 2003.

BOARD SERVICE FOR NON PROFIT ENTITIES WITH COMMITTEE INVOLVEMENT

COLORADO TECHNOLOGY ASSOCIATION, Denver, CO

2019 - 2020

Member, Board of Directors and Member, Strategic Planning Committee

INTERNATIONAL WOMEN'S FORUM OF COLORADO, Denver, CO

2017 - 2019

Member, Board of Directors and Member, Philanthropy Committee

UNIVERSITY OF COLORADO BOULDER ALUMNI ASSOCIATION, Boulder, CO

2017 - 2020

Member, Advisory Board of Directors and Member, Business Development and Network Committees

COLORADO BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION (cwef.org) 1995 - 2000

Chair of Board of Trustees and Acting Executive Director; Trustee; Chair, Fundraising, Finance, and Marketing Committees

CTEK (formerly Boulder Technology Incubator and Colorado Technology Incubator) 1995 - 1999

Member, Board of Directors; and Member of Fundraising, Events, Marketing, Mentor, and CEO Succession Committees