

**Nonprofit Partnerships & Collaborations:
Local Resources For Succession Planning
Thursday, December 7, 2006
SPEAKER BIOS**

SUSAN FREIMARK, M.A., P.C.

Susan Freimark is the Program Manager of the Center for Nonprofit Policy and Practice at the Maxine Goodman Levin College of Urban Affairs at Cleveland State University. In this capacity, she works with nonprofit and governmental organizations on organizational development issues, such as team building, change and transition, conflict management, and visioning. Her work is currently focused on developing interactive community programs that address the issue of succession planning as well as creating, training and placing a pool of Interim Executive Directors.

Prior to her work at CSU, Susan spent 13 years at the Mandel Center for Nonprofit Organizations at Case Western Reserve University. She founded and developed a career development program for graduate students that included career counseling, externships, and mentoring. She developed and taught a Mandel Center class on team building and spent 3 years facilitating the Leadership Assessment class at the Weatherhead School of Management.

Additionally, Ms. Freimark provides executive coaching, maintains a private career counseling practice, and is certified to administer the Emotional Competency Inventory.

BRIAN BROADBENT

Brian Broadbent is the President and Chief Executive Officer of Business Volunteers Unlimited (BVU) which was founded in 1993. BVU is the nation's most successful program for training and placing business professionals and executives on nonprofit boards of directors. BVU has placed over 1200 business executives on 300 nonprofit boards of directors; over half of the candidates have risen to board leadership positions. BVU assists over 150 business clients annually in developing and implementing strategies for community involvement. BVU also provides board consulting and training services to over 400 nonprofits annually. BVU was featured in a front-page article of The Wall Street Journal. The organization developed a unique business model that supports BVU's annual operating budget of over \$1.2 million.

Prior to joining BVU, Mr. Broadbent was a global Director of Human Resources for Accenture. He has worked on employee relations, professional development, performance management and compensation and benefits. He has had extensive international experience supporting consulting and operations personnel in North America, Europe and Asia. Brian established HR policies and processes for the consulting and outsourcing businesses in periods of rapid expansion. He has developed personnel and finance programs to improve profitability and manage the workforce. He serves on the boards of The City Mission and Youth Opportunities Unlimited. A

Cleveland native, he graduated from Case Western Reserve University with a BS degree in Accounting. Mr. Broadbent became a CPA in 1980.

JULIE H. GRIFFITHS

Julie H. Griffiths serves as the Director of Civic Education for the Cleveland Leadership Center and the Director of the Cleveland Bridge Builders Flagship Program. Julie believes that supporting and empowering rising leaders will lead to lasting positive change and community development in Northeast Ohio. Her vision is for Cleveland Leadership Center to be the action and thought leader behind changing the culture of leadership in our community to be more inclusive, collaborative and intergenerational than ever before. She has been working with one the Cleveland Leadership Center partners, Cleveland Bridge Builders, since 2002 where she most recently served as Executive Director. Julie has a BA from Ohio University and a Masters Degree from the Mandel School of Nonprofit Organizations at Case Western Reserve University. In 2005, Julie was named one of the top Movers and Shakers under 35 by The Cleveland Professional 20/30 Club. In addition to her work with Cleveland Leadership Center, she currently devotes time to adult literacy training and serves on the American Red Cross Blood Services Northern Ohio Region Board of Directors

JENNIFER ALEXANDER, Ph.D.

Jennifer Alexander Ph.D. (Public Administration), is Associate Professor and Co-Director, Center for Nonprofit Practice and Policy. She has published numerous articles on administrative responsibility, nonprofit/public partnerships, and the political capacity of nonprofit organizations. She was awarded the 2001 Outstanding Article Award by Nonprofit & Voluntary Sector Quarterly. She teaches nonprofit management, leadership, and ethics. She holds a Ph.D. in Public Administration and Policy and an M.S. in Geography from Virginia Polytechnic Institute and a B.S. in Foreign Services from Georgetown University.