



Theresa M. Szczeruk, Ph.D. (NACD.DC), USA

Experienced Tech, AI, & Cybersecurity Expert Corporate Director, CEO, State CIO, and Entrepreneur

BOARD COMPETENCIES / SKILL SETS

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

PURPOSE and VALUE PROPOSITION – Provide value by serving on the right corporate boards, public or private.

- Global C-suite growth strategist in telecom, software, technology, energy, education, manufacturing, and government industries **helping firms increase revenue and produce extraordinary results.**
- Experienced certified board director (NACD.DC) with deep governance, chair, and audit experience.
- Overseer of Information Technology (IT) solutions, digital transformation, AI, & cybersecurity **reducing risks**, as CIO of the technology ecosystem for \$33B State of Colorado with over 1000+ staff members.
- Co-founder of three technology entrepreneurial firms with board member / CEO / COO / CMO roles **scaling business** in healthcare, retail, technology, e-commerce, financial, hospitality, and energy segments, fundraising over \$60M through Series E rounds, and leading M&A **resulting in good exits.**
- Financial manager of a \$400M budget. Catalyst **building prosperous, meaningful organizations.**
- Diffusion of innovation strategist **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 (private SaaS business communications firm acquired by nlx) 2009 - 2018, 9/2020 – 7/2024

Mobile enterprise software micro-cap private firm which helps businesses share visual information while talking.

Vice Chair/Member, Board of Directors; Managing Member/CEO/COO; Co-founder, Chair of Strategy & M&A teams

HYBRIDS PLUS, INC., dba Eetrex, Boulder, CO (private, advanced battery / energy management firm acquired by Methode Electronics)

Private firm that invented state-of-the art battery systems converting hybrid electric vehicles into plug-in hybrids.

Member, Board of Directors and Co-founder; Chair of Marketing team

RADISH COMMUNICATIONS SYSTEMS, INC., Boulder, CO (private, venture-backed telecom firm acquired by SystemSoft)

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 – 12/2024

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

Commissioner and Chair, Strategic Planning Committee

PROFESSIONAL EXPERIENCE

STATE OF COLORADO, Denver, CO (www.Colorado.gov/oit) 1/2019 - 9/2020

Chief Information Officer, Cabinet Member, and Executive Director of Office of Information Technology

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. Improved security 75%.

- 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 Founder, CEO, Chair of Board of Directors www.TMSworld.com and www.PursuitofPassionatePurpose.com	9/2020 - present prior to 2009
<ul style="list-style-type: none"> • Certified Management Consultant®, coach, and speaker for large-cap F500 to micro-cap firms specializing in fractional 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: <ul style="list-style-type: none"> ◦ 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 and Speaker of "Pursuit of Passionate Purpose" strategic planning / leadership process • 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 - 7/2024
<ul style="list-style-type: none"> • 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	
<ul style="list-style-type: none"> • 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	
<ul style="list-style-type: none"> • 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. 	
<u>EDUCATION and CERTIFICATIONS</u>	
Ph.D. & MBA University of Colorado, Boulder, Business Administration (Focus: Marketing, OD, Info Systems). Developed framework for organizations to implement new Artificial Intelligence (AI) software technology.	
M.S. Stanford University, College of Engineering, Operations Research.	
B.S. Western Illinois University, Mathematics with Finance and Statistics minors (<i>High Honors</i>). Member and Certified Director (NACD.DC); Graduate Boardbound program (2020-21), Vetted Member NYSE Board Advisory Council (2021+), Member Digital Directors Network, Graduate Deloitte BoardReady (2022) Cybersecurity Certificate (CERT) via Software Engineering Institute, Carnegie Mellon University(12/2024) Certified Management Consultant®, Institute of Management Consultants, ID License: 5588410	
<u>SELECTED RECENT AWARDS</u>	
<ul style="list-style-type: none"> • 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), Business and Professional Women of Colorado 	
<u>SELECTED PUBLICATIONS</u>	
<p><i>Pursuit of Passionate Purpose: Success Strategies for a Rewarding Personal and Business Life</i>, NY: John Wiley & Sons. (Amazon #4 Business Bestseller, 800-CEO-READ #5 Bestseller, and more)</p> <p><i>Champions of Technological Change: How Organizations Successfully Implement New Technology</i>, NY: Garland Publishing. Republished London: Routledge, Taylor & Francis Group, July 2018.</p> <p><i>Financing Technology Businesses</i>, with M. Bąk, P. Kulawczuk, and A. Szcześniak, Warsaw, Poland: Institute for Private Enterprise and Democracy, Polish Chamber of Commerce.</p>	
<u>BOARD SERVICE for NON PROFIT ENTITIES with COMMITTEE INVOLVEMENT</u>	
PRIVATE DIRECTORS ASSOCIATION - Colorado , Denver, CO	7/2024 - present
Member, Board of Directors and Co-chair, Membership Committee	
GLOBALMINDED - Colorado , Denver, CO	8/2024 - present
Member, Board of Directors and Member, Marketing and Public Relations Committee	
COLORADO TECHNOLOGY ASSOCIATION , Denver, CO	2019 - 2020
Member, Board of Directors and Member, Strategic Planning 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)	
Chair of Board of Trustees and Acting Executive Director; Trustee; Chair, Fundraising, Finance, and Marketing Committees	
OTHER BOARDS (International Women's Forum of Colorado, Colorado Tech Incubator, Colorado MESA, BPW, etc.)	