

September 2, 2008

Ald. Tim Bruer, Common Council President
Room 417, City-County Building
210 Martin Luther King, Jr. Boulevard
Madison, WI 53703

RE: Application to fill 7th Aldermanic District Vacancy

Applicant:

J. Steven King (Steve)
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Madison, WI 53719
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Dear Ald. Bruer,

I am submitting an application and resume to be considered for the vacancy in the 7th aldermanic district. I have lived in Madison for 15 years, most of that time within this district, and currently I am a homeowner in the district. I believe that I have the requisite skills, background and motivation to serve this district effectively, and I do plan to run for election in Spring 2009. Below please find my biographical resume, including statements about why I am pursuing this position and what I hope to accomplish. Also attached is my "professional" resume.

Background

I approach this application from a unique background and perspective. I moved to Madison in 1993 to attend graduate school in political science at the University of Wisconsin. I obtained my masters, took several courses in public policy, and actually taught an upper division course on public policy. My career, however, has led me into the field of training and organizational development. I currently work for Meriter Hospital – Madison's "community" hospital – as the Manager of Learning and Development. I have sacrificed significant career opportunities and higher salaries to work at Meriter, believing that Meriter's mission-focus as a community servant is a key element in Madison's future. A small representation of that focus lies at the edge of district 7 at Meriter's Child and Adolescent Psychiatric Hospital.

I spent the majority of my working career prior to working at Meriter as a consultant and manager in training and organizational development at Spectrum Brands (Rayovac Corporation). I am currently pursuing a second masters in Training and Development through a UW Extension program sponsored by the University of Wisconsin-Stout. I have several certifications related to my professional field. My work has continually centered around staff training, and in particular leadership development. I facilitate, coach and model collaborative leadership principles.

I am President-Elect of the local Madison area chapter of the American Society for Training and Development (ASTD), a volunteer based organization that connects and provides learning opportunities for local training and development professionals. I am also a longstanding member of the Greater Madison Area chapter for the Society of Human Resource Management (GMASHRM). I am also a

founding member of the Madison Area Organizational Development Group, a similar professional network dedicated to best practice sharing. On a more local level, I have been involved in a number of initiatives connected to St. Maria Goretti's Human Concerns and Social Justice Commission, and a new grass roots Madison area group called "Faithful Acting for Justice" on which I participate in the environmental concerns area. I have organized a group of colleagues to attend Civitas next year, and I am on the docket at Meriter to be sponsored into Leadership Greater Madison.

My Approach and Goals

My perspective is unique both in terms of experience and inexperience. My career is about collaboration and paradigm-shifting – about thinking win-win and persuading, informing, coaching, teaching, and most importantly, listening. I would not arrive with a built in ear programmed from civic experience and group memberships, but rather, with an open mind and a fresh approach. As friends, family and colleagues would and will tell you, I often have a "gift" for explaining complex things in understandable terms, and finding creative alternatives to solve problems and issues. Of course, as taking on the responsibilities of the position unfolds, I will actively seek dialogue with constituent groups, including neighborhood associations and business groups, but I would like to remain an active listener and collaborator, and refrain from becoming entrenched in organizations and groups so that I can remain unbiased and as open-minded as possible. I think this model of non-professional politics is a lost art in most areas of government, but this "Jeffersonian" model for civic involvement deserves serious consideration.

Why do I wish to serve? What do I want to accomplish? Quite simply, I think Madison, and in particular, the area in which I live, is a terrific place to live. I do not need magazine rankings to inform me what everyone knows. What I don't think many Madisonians are good at "getting" is an understanding of how we got here. It isn't serendipity or luck – it came from a longstanding tradition of progressive thinking, open, honest and at many times very difficult debate and compromise, and representation from a tradition of public servants with very diverse experiences yet one common agenda – to keep Madison a great place to live. I believe in great schools, great (and safe) neighborhoods, and great government. My goal is to approach issues – all issues – with an open mind, a win-win attitude, and most importantly, a keen awareness that tackling all of this will depend on a lot of listening and leading through collaboration.

There are many key issues facing the 7th district and Madison. Key among them are responsible growth, including infrastructure and traffic, affordable housing, environmental impact control, public safety, and responsible and sustainable business development. I am keenly aware that alders must represent the district in which they serve, but they also have to take a "big picture" view of how decisions and policies affect Madison. Representative democracy is a dialogue. Sometimes decisions may be unpopular, but that just makes the burden of explanation and collaboration more important.

In summary, I think my non-political and non-traditional background is well-suited to add to the diversity which already exists on the Common Council. I am a well-informed Madison resident with the energy, enthusiasm and skill set to effectively represent my aldermanic district, as well as the community. I look forward to presenting my "case" to the Common Council Organizational Committee.

Sincerely,

J. Steven King

J. STEVEN KING

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Madison, WI 53719
(608) 235-9868
jstevenking@aol.com sking@meriter.com

EDUCATION/CERTIFICATIONS

UNIVERSITY OF WISCONSIN–STOUT
Master of Science in Training and Development
(Coursework complete, thesis in process; degree expected Winter 2008)

UNIVERSITY OF WISCONSIN–MADISON
Master of Arts in Political Science (1994)

PORTLAND STATE UNIVERSITY (1992)
Bachelor of Arts with Majors in Economics & International Relations

LINKAGE
Organizational Development Certificate

- Organizational Design, Systems Thinking, Leadership Systems

LANGEVIN LEARNING SERVICES
Training and Development Diploma

- Training Manager/Director
- Master Trainer
- Instructional Design/Development
- Instructor/Facilitator

PERSONNEL DECISIONS INTERNATIONAL
Certified 360 Degree Feedback Facilitator

DEVELOPMENT DIMENSIONS INTERNATIONAL (DDI)
Certified Facilitator

FRANKLIN COVEY
Certified in Focus Priority Management and 7 Habits of Highly Effective People

QUALIFYING.ORG/CPP
Qualified in Myers-Briggs (MBTI)

KEY PRACTITIONER AND PROJECT AREAS (THE LAUNDRY LIST)

- Organizational Employee Satisfaction Survey – Development, Delivery and Action Planning
- Leadership Development Programming/Delivery
- Organization Design/Redesign Initiatives
- New Employee Orientation Development
- New Leader/Manager Orientation
- Culture Change/Change Management Initiatives
- Facilitation/Presentation Skills Coaching/Training
- Mentor Program Design/Implementation
- Multi-rater Feedback (360 Degree)
- Instructional Design (traditional and e-learning)
- Succession Planning
- Career Development Coaching
- Leader/Executive Coaching
- Strategic Planning Facilitation/Process Implementation
- Project Management
- ERP System (SAP and Lawson) Implementation/Upgrade
- Diversity/Sexual Harassment Initiatives
- LMS/LCMS Deployment
- Organizational Needs Analysis
- Customer Service Training
- Teambuilding
- Myers-Briggs/DiSC Facilitation
- Corporate University Initiative
- Baldrige Application Team
- Employee Relations Strategy/Coaching
- Competency Modeling

WORK EXPERIENCE

MERITER HEALTH SERVICES, INC — MADISON, WI
Manager, Learning and Development

NOV. 2006 TO PRESENT

Duties:

- Manage education staff for Human Resource Development Dept.
- Various change management/organizational design initiatives
- Leader coaching, including career development/succession planning
- Project management for Lawson/API implementation
- Coordination of system-wide education programming – Education Steering Committee
- Leadership Development Program – Design/Implementation, 360 Project
- Teambuilding /management skills workshops – design and delivery
- Staff development course design and facilitation (Covey, DDI, Internal)
- Employee relations liaison
- Qualified in Myers-Briggs – Leadership applications/EQ
- New Employee and New Leader Orientation program design/delivery
- Employee Engagement initiative (Employee Survey, Baldrige Coach Team)

MIND THE GAP CONSULTING — MADISON, WI
Performance Improvement Consultant

2004 TO PRESENT

Duties (Client: Spectrum Brands – Through 2006):

- Leadership training initiative for mid and upper level managers
- Leadership coaching and meeting facilitation
- Design, administration and action planning for employee survey
- Teambuilding workshops (DiSC foundation)
- Conflict management training program
- Advanced team communication skills workshops
- Management skills workshops
- Advanced facilitation skills workshops
- FranklinCovey course facilitation (Focus and 7 Habits)

SPECTRUM BRANDS, INC. (FKA RAYOVAC CORPORATION) — MADISON, WI 1998 TO 2004

- **Manager, Training and Organizational Development** (2002-2004)
- **Senior Training and Development Specialist** (1999-2002)
- **Training Administrator** (1998)

- Responsible for strategic direction in all areas of corporate-wide training and organizational development initiatives
- Coordinated staff and cross-functional teams for wide array of training programs/initiatives
- Established Corporate University that aligned corporate training initiatives with strategic organizational goals
- Implemented training and change management initiatives to roll out corporate wide ERP/SAP System and subsequent upgrade
- Led team-building initiative in extended sales organization that successfully solidified high performance team structure
- Implemented online registration service and online survey tool to streamline administrative HR functions
- Established and implemented comprehensive online learning program at Dixon Facility

EQUIFAX CARD SERVICES (CERTEGY, INC) — MADISON, WI;

1997 TO 1998

- **Assistant Training Coordinator**

- Coordinated logistics for US-based training initiatives.

- **Lecturer** (1996)
- **Teaching Assistant** (1994-1996)

- Designed and taught upper division political science course.
- Led teaching assistants in lower division courses.

PROFESSIONAL AFFILIATIONS

- √ President-Elect - American Society for Training and Development (ASTD), South Central Wisconsin Chapter
- √ OD Roundtable (Local OD Leader Group)
- √ Madison Organizational Development Group (Local professional group previously aligned with ISPI)
- √ Society for Human Resource Management (SHRM), Greater Madison Area Chapter (GMASHRM)
- √ MAPT – Madison Association for Psychological Type (MBTI Practitioners)

COMPUTER SKILLS

– Proficient in MS Office Suite including Project; Microsoft Sharepoint, DreamWeaver/HTML, OrgPlus, Front Page, Visio, Crystal Reports, WebEx online delivery