



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

Experienced Tech, AI, & Cybersecurity-Savvy 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 and 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 telecommunications, software, technology, education, 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, 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 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 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) 2009 - 2018, 9/2020 - present
 Mobile enterprise software micro-cap private firm which helps businesses share visual information while talking.
Vice Chair and Member, Board of Directors; Managing Member/CEO; Co-founder, Chair of Strategy and M&A teams

HYBRIDS PLUS, INC., Boulder, CO (private, automotive energy management firm)
 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)
 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
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.

- 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

9/2020 - present

President and CEO

prior to 2009

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

- 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 CERTIFICATIONS

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 (*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), Business and Professional Women of Colorado

SELECTED PUBLICATIONS

Pursuit of Passionate Purpose: Success Strategies for a Rewarding Personal and Business Life, NY:

John Wiley & Sons. (Amazon #4 Business Bestseller, 800-CEO-READ #5 Bestseller, and more)

Champions of Technological Change: How Organizations Successfully Implement New Technology,

NY: Garland Publishing. 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.

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)

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)

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