

## PETER S. SZABO

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### EXPERIENCE

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**Bloomington Management Advisors, LLC**, New York, New York

**1998-Present**

***Founder and Principal***

Founded management consulting firm that works with foundations, nonprofits, government agencies and social investors to translate their goals into action. The firm employs a unique blend of rigorous critical thinking and sensitivity to organizational dynamics to help clients understand their operating environment, craft effective strategies, plan and implement new initiatives and ventures, assess performance, and manage change. Illustrative projects include the following:

Worked with environment program director at **Doris Duke Charitable Foundation** to devise and execute five-year, \$80 million grantmaking strategy. Conceptualized and implemented core elements of strategy, including \$40 million land protection initiative. The initiative involved a series of multi-state cluster grants, including both land acquisition and complementary communications/policy/advocacy activity, aimed at development and implementation of state wildlife conservation plans. Assessed states and assembled target state clusters, conducted grantee due diligence, met with state officials, organized regional funder meetings, and recommended grant size, structure and recipients.

Advised new CEO and senior management of **World Wildlife Fund** on ten-year goal, strategy, and policy and geographic priorities. Designed process, facilitated teams, conducted program and industry analyses, crafted scenarios, and shaped measures. Organization subsequently realized an 80 percent increase in revenue in under five years, from \$125 million to \$225 million.

Counseled environment program staff of **William Penn Foundation** through re-strategizing and restructuring of regional land conservation grantmaking. Effort resulted in dramatically sharpened geographic focus, decision to make capital grants through intermediary, and more substantive staff engagement in program guidance. Evaluated program, benchmarked practices, developed alternatives, and facilitated staff discussions and decision making.

Helped senior management of the **Land Trust Alliance** develop services strategy and evaluate initial implementing initiatives. Designed process, conducted extensive interviews and analyses, developed benchmarks, synthesized findings, crafted strategy schematics and specifics, helped shape goals. Devised evaluation framework, conducted survey and interviews, distilled results, made presentations.

**Other Efforts:**

Helped start **National Transportation Policy Project** and **Merritt Parkway Conservancy**. Drafted concept, helped secure start-up funding, and facilitated incubation relationship. As first executive director of MPC, drafted business plan, helped assemble board, wrote grants, and managed initial projects.

Helped philanthropist **David H. Smith** formalize his family foundation, now the Cedar Tree Foundation. Assessed program areas, developed procedures and position descriptions, consulted with family members, and participated in negotiation, planning and launch of David H. Smith Conservation Research Fellowship.

Assessed field of climate change adaptation for Doris Duke Charitable Foundation, and designing workshop series aimed at fostering community-based climate adaptation networks for **Kresge Foundation**.

Evaluated numerous, multi-million dollar programs, including smart growth, watershed protection, and working lands initiatives, for several foundation funders. Designed and facilitated many workshops, convenings and retreats.

**Berg & Associates, LLC**, Bethesda, Maryland

**2009-Present**

***Principal***

Emerging alternative energy technology consulting firm. Help clients identify, strategize, and secure public sector investment, including loan guarantees, loans and grants, to research, deploy and scale-up new technologies. Selected engagements have involved wind, battery and alternative-fuel technology.

**WorkLab**, New York, New York

**1999-Present**

***Principal***

Behavioral systems oriented management consulting firm. Advise nonprofit, corporate and public sector clients on strategy and change. Representative projects include board-level strategic planning process for psychiatric hospital, and scenario development for social services agency.

**New York Consulting Partners**, New York, New York

**1995-1998**

***Engagement Manager***

At boutique operations consulting firm, advised private sector clients on strategy, productivity, and cost reduction. Sample projects included reducing material waste and enhancing operations at Pepperidge Farm's Norwalk, CT factory and formulating hair-care product manufacturing strategy at Clairol.

**Connecticut Department of Transportation**, Newington, Connecticut

**1991-1995**

***Deputy Commissioner, Bureau of Policy and Planning***

Managed bureau with 140 employees and \$10 million annual budget. Advanced key administration initiatives, including positioning bureau to lead planning of \$650 million annual capital investment program, growing newly-established Office of Policy, completing three-year Transportation Improvement Program and 20-year Long Range Plan that reflected strategic priorities, furthering pilot environmental planning innovations, and strengthening relationships with regional planning agencies.

***Executive Assistant, Office of the Commissioner***

Advised chief executive of state transportation agency on policy, strategy, and management. Directed all major communications; coordinated top-level initiatives, including preservation plan for Merritt Parkway; wrote speeches, testimony, and press releases; handled selected citizen inquiries; represented Commissioner on boards of Connecticut Resources Recovery Authority and Connecticut Hazardous Waste Management Service.

**The World Bank**, Washington, D.C.

**1990-1991**

***Consultant, Europe, Middle East, North Africa Division***

Analyzed alternatives for reducing Egyptian non-tariff trade barriers for structural adjustment loan negotiation.

## EDUCATION

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**Yale School of Organization and Management**, New Haven, Connecticut. M.P.P.M., 1990.

**Yale University**, New Haven, Connecticut. M.A., 1990. International Relations.

**University of Rochester**, Rochester, New York. B.A., 1985. History, Political Science, *magna cum laude*.

Phi Beta Kappa, N.B. Ellison Award for excellence in History.

## PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

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**The Milano School of Management and Urban Policy, The New School**, *Part-Time Faculty*

**International Society for the Psychoanalytic Study of Organizations**, *Member*