

Tracy M. McIlrath

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Leadership and Organizational Development Strategic Planning / Problem Solving Team / Community / Alliance Building Change and Project Management

Summary of Strengths

“Leadership, intelligence, passion, integrity and patience are words I use to describe Tracy. She took on an impossible role and shined like a star. I always marveled at her ability to handle any situation.” -

Keith Hann, Owner, Paragon Graphics, School Board Member

- A creative and dedicated leader aligning the development and performance of the team with the excellence of the end product.
- More than 15 years leadership and organizational development for the nonprofit, financial/investment, medical technology, and educational sectors.
- Dynamic leader skilled in change/project management, strategic development, operations, process and communication facilitation, coaching, collaborative outreach and problem solving.

Professional Experience

**Head of School (7/11–7/13), Board of Directors President (7/08-7/11)
Compass Montessori, Golden, Colorado — 2008 - 2013**

Organizational Leadership and Operations

- Successful leadership and management of large public charter school. Scope involved two campuses preK-12th grade, 650 students and 90 direct report staff.
- Developed and implemented a critical change plan for school leadership, Board of Directors and Foundation to resolve existing leadership, governance and financial challenges.
- Identified and lead complex projects involving multiple shareholders to collaborative and successful outcomes (program leadership, facilities expansion/upgrade, water rights purchase).
- Lead fiscal improvements returning school to bond compliance and reduced staff furlough days.
- Implemented innovative solutions in operations and management of \$4.9M budget to include saving \$6K/year in utilities.

“She took over the management of two schools that, due to declining revenues, were in distress. She was able to turn things around, due to her careful fiscal management and her positive and empathetic management style.” -

Dan Koerner, Business Manager, Compass Montessori

Human Resource and Community Outreach

- Extensive Human Resources responsibilities including organizational development, succession planning, professional development, legal, change identification and implementation, motivation and team/individual coaching.
- Founded the Jeffco Charter Leadership Alliance to support better governance and collaboration between charter school boards of directors. Recognized authority and presenter at educational conferences about charter school governance and fundraising.
- Facilitated extensive collaboration between diverse groups to create school and community change, task completion, visioning and problem solving.

“Tracy always had an efficient strategy lined up to make our work go smoothly and was excellent in communicating her ideas to the rest of the Board.”

- Diane Lucero, Treasury Manager, Sorin Group USA

**Director, Emergent Leadership Partnering/Coppertree Services
Arvada, CO — 2006 – 2011**

Leadership, Business Process Consulting, Community Outreach

- Strategic planning and implementation of personnel development for small and mid-sized organizations to include HR, facilities, compliance, succession planning and client relations.
- Orchestrated and managed a successful, high profile political campaign for first time State Senatorial candidate.
- Collaborated with and lead diverse constituent groups.
- Developed and managed campaign volunteers across eight counties, managed public appearances and fundraising events, media interaction, publicity materials creation and distribution, and ongoing electoral monitoring and reporting requirements.
- Detailed research and reporting to a medical industry client in their technology and pharmacology research for the federal “Horizon Scanning” project.
- Extensive research projects, RFP/Questionnaire completion and presentation design for clients resulting in award of new client businesses.

“Upon accepting responsibility, she completely immerses herself in the process of evaluation, due diligence, formulation of creative but acceptable choices and the delivery of exceptional results that harvest the best potential of available personnel and resources.”

- Tim Kuzniar,
President, AutumnStar

**National Coordinator III, Medtronic, Inc.
Minneapolis, MN — 1998 - 2006**

Team Management and Organization

- Successfully worked across the Neurological Division (Pain Management, Movement Disorders, Gastroenterology) of Medtronic and with external clients (insurance companies, hospitals, physicians, medical societies, etc.) from C-level executives to nursing staff around medical reimbursement support and device training.
- Collaborated with National Director and corporate HR around MGU Team organizational development and strategy (professional development, market impact, utilization of personality assessments for team development)
- Organized and managed efforts around nationally offered physician and case manager continuing education programs, special projects, national reimbursement team professional development, compliance, and event coordination.

“She is self-driven, strategic as well as tactical, extremely organized and hard working.”

- Patty Curoe, V.P.
Reimbursement,
Emerson
Consultants

Education

Gonzaga University, Spokane, WA
M.A. - Organizational Leadership, Suma Cum Laude

Regis University, Denver, CO
B.A. - Liberal Arts/Business Administration, Magna Cum Laude

Certificates in Leadership and Human Potential Facilitation