

## **Debbie Seeger**

### **Building Effective and Resilient Organizations**

- Designed and facilitated retreats which allowed the participants to accomplish their desired outcome while enhancing teamwork, developing communication skills, and building commitment to the organizations purpose and goals.
- Facilitated team building activities which developed clear team goals, created group behavioral norms, enhanced individual interpersonal skills, and increased effective team communication.
- Guided the discussions of governing boards and their staff to clarify the boards' role as the organizations policy makers and creating the systems necessary to support effective policy governance.
- Assisted the staff of boards and commissions to develop more fully their relationship with the governing body and their role of providing information and the implications of policy governance decisions to the board or commission.
- Created an aggressive transition plan for a bank changing ownership which challenged assumptions regarding lost business and led to an increase in deposits and profits.
- Implemented a systematic approach to government relations, which includes the contact and cultivation of key federal, state, and local elected officials and agency executives.

### **Establishing Vision, Mission and Results-oriented Goals**

- Designed visioning and implementation processes used by private and public organizations which captured the diverse hopes and abilities of the organizations stakeholders and led to concrete action plans with clear accountability.
- Designed and facilitated a strategic planning process which allowed organizations to identify the impact of the past on the present, understand current trends and their implications, analyze the organizations strengths, weaknesses, opportunities, and threats, and create clear and accountable plans for the future.
- Designed and facilitated planning processes that not only allowed the organization to discern and envision a preferred future but also built the capacity of leadership at every level to pursue their vision.

### **Embracing Diversity**

- Designed, documented and implemented a recruitment and retention program to enhance an organization's staff diversity with the goal of mirroring the diversity of the population served.
- Designed retreats and professional development programs which allowed participants to discover the value of diversity while planning for their organization and sharpening essential work skills.
- Assisted an organization stalled by tension between racial/ethnic groups to move beyond merely tolerating diversity to embracing it as a means to better identify and meet current and emerging customer needs.

### **Investing in Human Resources**

- Developed and piloted an effective succession planning process to insure stability in leadership and other key positions within the organization.
- Provided executive coaching to leaders in the private sector, government agencies, and non-profit organizations.

- Facilitated customer service training using the participants' own experiences as opportunities for learning and experimentation.
- Presented, along with the Texas State Comptroller, training to businesses and community organizations on accessing state contracts and funding.
- Designed and implemented a training program to enhance the skills of university faculty members in the development of projects and related proposals for funding.

### **Developing Strategic Partnerships**

- Developed Facilitated a community planning process among key stakeholders to achieve the area's environmental preservation and protection goals.
- a marketing plan which joined the common interests of five diverse organizations and aligned their efforts to reach their common customer base.
- Guided the transformation of a cluster of individuals representing competing, turf-oriented organizations to a cohesive and collaborative group who support one another's work and goals.
- Organized a partnership between a school district, non-profit organizations and a university to address the educational needs of elementary and intermediate school students, resulting in the implementation of the federally-funded Student Literacy Corps Program.

### **Education**

- Master of Public Administration, Texas A&M University - Corpus Christi  
Bachelor of Science in Accounting, University of Houston – Clear Lake City

### **Certification and Training**

- Certified Public Accountant, licensed in Texas
- Certified *Fierce Conversations* Facilitator
- NTL Institute for Applied Behavioral Science: certificates in Strategic Planning & Facilitation, Organizational Diagnosis, and Human Interaction Laboratory
- Alban Institute: Conflict Management

### **Professional Affiliations and Community Service**

- Leadership Austin: Governance Committee, 2017 to present.
- Abiding Love Lutheran: Governance Council, 2018 to present; Appeal Campaign, 2017; Youth Board; 2016-2017.
- Leadership Corpus Christi: Class 23, 1994-1995; Curriculum Committee, 1997; Class 27 Steering Committee, 1998-1999; Nominating Committee, 2000-2001; Class 30 Steering Committee.
- YWCA of Corpus Christi, 1998 to 2012: President, First Vice President, Board of Directors, Finance Committee, Y Women in Careers Committee, Yuletide Underwriting Committee, Fund Development Committee, Y's Future for Kids Committee; Personnel Committee, Child Care Strategic Planning Committee.
- Goodwill Industries of South Texas: Executive Committee, 2008-2014; Treasurer, 2008-2014; Finance Committee, 2006-2013.
- St. James Episcopal School: Growing in Grace Committee, 1999; Parent Education Committee, 2001.
- National Conference for Community and Justice: 1999 and 2001 Pacesetter Committees
- Texas A&M University - Corpus Christi: University Outreach Committee, 1999 to present

- Pacific Southwest Bank Advisory Board, 1995 to 2000
- The Alban Institute: Member, 1999 to present
- Rotary Club of Corpus Christi: Member, 1992 to 1999; Vocational Committee, 1994-1995.
- St. Mark's Episcopal Church, Vision Planning, 1995 to 1996
- Vision 2000 Community Planning: facilitator, 1994; Environmental Task Force Chair, 1996