

Qualifications Summary

An innovative interdisciplinary scholar-practitioner, author, integral master coach, and futurist able to fluidly balance divergent corporate, academic, consulting, and world service responsibilities related to influencing life-affirming evolutionary change and development in human systems. Body of work is grounded in the evolutionary paradigm and complexity sciences; draws from theories and practices of cultural and human development including integral theory, transformative learning, women's development; also somatic and spiritual practices, mythopoetic and process art influences, and Jungian psychology. Long term ITP/ILP practitioner and meditator. Over 25 years experience with the following highlights:

- Adult transformative learning and leadership development professional with 15+ years hands-on experience in program and curriculum development, instruction, coaching, and mentoring in graduate academic, corporate, and private practice environments. Excellent student evaluations.
- Experienced executive coach/consultant working with C-suite leaders and their senior management teams
- Business executive and management experience; responsible for strategic planning and organizational development of firm that grew from regional to global prominence.
- Certified Integral Master Coach bringing a grounded, embodied, non-dual presence to her practice. Certified to coach Mature Adult Profile (MAP) psychometric instrument and Enneagram personality typology typing interviews.
- Pioneer and thought leader in women's leadership development, designed and delivered in-depth university certificate programs for more than a decade.
- Author. Recently: *The Way of The Mysterial Woman: Upgrading How You Live, Love, and Lead* April 2016, She Writes Press; *The Strategist Competency Model: The Future of Leadership* In M. Sowcik, A. Andenoro, M. McNutt, & S. Murphy (Eds.), *Leadership 2050. Building leadership bridges series*. Derby, UK: Emerald Group Publishing, July 2015
- Speaker and presenter. Recently: TED-x style talk *Developing Extraordinary Women Leaders: The Masculine, the Feminine, and the Future* at HRVision conference, Amsterdam, June 2014 (video available). And *Integrative Feminine Leadership: Developing Women Leaders to Lead from Feminine Essence* presented at the International Leadership Association Women's Leadership Affinity Group, June 2015.
- International consulting and development experience emphasizing large system transformation in locations such as Russia, China, India, Mexico, and east Africa.
- Technical degrees and experience; patents for semiconductor thin films.
- Experience with social enterprise, including the restructuring and wind down of a global organization
- Designed and implemented complex research projects combining qualitative and quantitative processes; systematic analyst with superior pattern recognition ability.
- Thrives in developmental and early stage organizational environments; launched profitable award-winning recycling business division and scaled bench technical processes into volume manufacturing.
- Scenario building and futures research experience; key feature of Ph.D. dissertation.
- Integrated social science background: psychology, anthropology, sociology, philosophy, developmental models and frameworks such as Torbert, Kegan, Cook-Greuter, O'Fallon, Spiral Dynamics.
- Skilled writer, authoring multi-million dollar proposals, press releases, research papers, and technical documentation.
- Media experience radio and TV
- Nonprofit experience in both consulting and board roles.

Education

Ph.D. Integral Studies, California Institute of Integral Studies, San Francisco, CA, 2000

Concentration: Transformative Learning and Change in Human Systems

Dissertation: *Constructing Images of the Future for the U.S. at the Year 2020 with Seattle-area Cultural Creatives*. Advisor: Dr. Elizabeth Campbell

M.S. Engineering, School of Chemical Engineering, Purdue University, West Lafayette, IN, 1984

Thesis: *A Generalized Correlation of Thermodynamic Properties of Polar Molecules*

Advisor: Dr. Kwang-Chu Chao, H.C. Pfeffer Distinguished Professor of Chemical Engineering

B.S. Engineering Physics, College of Engineering and Department of Physics, Texas Tech University, Lubbock, TX, 1982. A 4.5 year degree satisfying requirements for both physics and engineering degrees; design emphasis in electrical engineering. *Magna Cum Laude, graduated 1st in class Engineering Physics, 3rd in College of Engineering*

Certifications

Certified Integral Master Coach through Integral Coaching Canada, ICF accredited coaching school also in partnership with Integral Life/Integral Institute, Boulder, CO.

Generating Transformative Change in Human Systems certificate through Pacific Integral LLC, certified through Leadership Institute of Seattle at Bastyr University, Seattle, WA. Focus on organizational consulting using the Integral framework.

Leadership Development Framework coaching certification through Cook-Grueter and Associates; qualified to coach clients relative to their SCTi-MAP (sentence completion test- maturity assessment profile) scores.

Core Integral Level One Certification in Essential Integral

Designing New Learning Environments: statement of accomplishment for successfully completing this online course (MOOC) provided by Stanford University with Venture Labs.

Hypnotherapy for Past Life Regression certification through Bastyr, University, Seattle, WA.

Academic/Teaching Experience

Faculty, 2013 – Present

Fielding Graduate University, Santa Barbara, CA

- Teaching *Leadership: Theory and Practice* (formerly Management and Leadership: Assessing Individual Responsibility) as part of the M.A. Organizational Development and Leadership program in the Fielding School of Human and Organizational Development. This is a fully online course that requires a high level of daily engagement with the students.

Core Faculty, 2015 — Present

The Shift Leadership Academy, The Shift Network, Petaluma, CA

- Designing and co-teaching with one other faculty member the Shift Network's year-long flagship leadership development program. The Shift Network is an educational platform for change agents with a database of 50,000. The Shift Leadership Academy program guides learners in two parallel tracks: transformative leadership development and guidance to launch or take to the next level their mission-driven business, nonprofit, or major social initiative. Program delivery includes weekly 90-minute Maestro or Zoom sessions taught either by the core faculty or by guest faculty that core faculty host; monthly 90-minute leadership coaching sessions, project success coaching, and two 4-day retreats.

Faculty and Senior Coach, 2013 — 2015

Conscious Business Academy, online

- Facilitated weekly 90-minute group coaching sessions and some individual coaching for academy members who are working through the combined online conscious business curriculum with video conferencing via Maestro. The students are primarily small business owners or nonprofit founders who have a transformational offering and are seeking to develop and execute on a solid business plan with enlightened yet proven marketing methods that are aligned with their values and sensibilities.

Certificate Programs Co-Founder and Senior Faculty, 2001-2013

Kore Evolution, Inc, (Formerly Kore Leadership Inc.)

Academic certificates through The Center for Creative Change, Antioch University, Seattle, WA (2002-2004); through The Leadership Institute of Seattle (LIOS) at Bastyr University, Seattle, WA (2004-2008); through LIOS Graduate College of Leadership Studies at Saybrook University, San Francisco, CA (2008-present)

- Senior Faculty, R&D, and program development. Core offerings are the *Women's Integral Leadership Programs*, level 1(Opening); Level 1 (Corporate Circle); and level 2 (Advanced), respectively 3 month, 6-9 month, and nine- month transformative leadership development certificate program for mid-level and senior professionals. Programs were run both publicly and within corporations, and regularly generated a waiting list due to proven results and selective entry. Cohort style, 5-day quarterly retreats, extensive online classroom coursework and individual coaching.
- Co-facilitator and developer of week-long intensive program piloted at Esalen May 7-12, 2006, and One Day corporate workshops "Presencing Yourself for Success"
- Faculty and program development for the Kore Facilitator-in-Training program; 6 months, 1 day per month with online classroom coursework and competency demonstrations.

Adjunct Faculty, April 2009 - 2010

Bainbridge Graduate Institute of Pinchot University

Offers pioneering MBA and certificate programs to prepare diverse leaders to build enterprises that are financially successful, socially responsible and environmentally sustainable. Tagline is "doing business for good".

- Co-instructor for Sustainable Business and Social Justice course within a certificate program

Adjunct Faculty 2004-2006

Pacific Integral, LLC, Seattle, WA

Academic certificates through the Leadership Institute of Seattle

- Leading edge international education and consulting firm producing applied integral, transformative curriculum and facilitation intended to develop wide and deep capacity change agents and integral leaders, particularly in hotspots around the world. Core curriculum is two-year graduate certificate program *Generating Transformative Change in Human Systems* developed and piloted near Seattle, WA.

Dissertation Adjunct Professor, 2001- present

California Institute of Integral Studies, San Francisco, CA

- Chair or sit on Ph.D. dissertation committees in the Human and Organizational Transformation program.

Associate Professor, 1999- 2003

Antioch University Seattle, Center for Creative Change, Graduate Management Program

- Anchored second year of the two-year M.S. in Management program in collaboration with one core faculty. Weekend delivery for working professionals. Designed and delivered curriculum, monitoring

the overall learning experience, and served as student academic adviser and thesis advisor. Whole systems based pedagogy.

Physics Lab Instructor, 1988-1989

University of Alaska, Anchorage, AK

- Preparation and delivery of weekly classes on theory, oversee experiments, grade reports.

Courses Developed and Taught

Leadership: Theory and Practice, formerly Management and Leadership: Assessing Individual Responsibility (developmental and systems understanding of organizations and leadership); Sustainable Business and Social Justice; Introductory Systems Theory w/ basic complexity sciences concepts, Scenario Planning, Action Learning/Collaborative Inquiry/Action-Reflection Learning, Appreciative Inquiry, Large Scale Organizational Change Methodologies Overview, Postmodern Organizations), Human System Developmental Theories (Cook-Greuter, Spiral Dynamics, Kegan, Torbert), The Natural Step (business sustainability), Participative Leadership and Organizational Development models and history, Socio-Technical Systems, Polarity Management; Collective Fields and Collective Wisdom, Masculine-Feminine integration based on Jungian psychology.

Dissertation Description

A complex qualitative-quantitative futures study combining in-depth interview and quantitative survey methods to systematically create positive yet possible images of the future for the U.S. in 2020. Drew from Toynbee's concept of future-bearing creative minorities systematically emerging at the margin of civilization transformations, and Polak's idea of the magnetizing Image of the Future (IOF) held by a creative minority as an enabling condition for the successful outcome of a civilization system bifurcation. The Ethnographic Futures Research (EFR) interviewing method developed by Prof. Robert Textor, Stanford University, was used to individually and systematically tap the informed judgment of leaders tested to fit a values profile emerging only recently as a significant influence in the US and around the world. Trends were identified, driving forces distilled, and the Scenario Planning method with orthogonal axes was applied to construct final scenarios. Research was completed with a high degree of rigor by developing methods for systematic textual analysis and coding, and using an independent certified panel to test the developmental level of the resulting trends. Transparent audit trail was maintained at every step of the data distillation and synthesis. The research population was identified from the multivariate statistical analysis of a national values survey by Dr. Paul Ray (funded by Fetzer Institute), which confirmed his hypothesis of the emergence of a Trans-modern values subculture in the U.S. populated by a group he termed the Cultural Creatives. This research confirmed that a coherent positive IOF exists within an identifiable creative minority, and that this creative minority and the trends and IOF they identified were at a developmental level more complex than the center of gravity of current US culture. Note: Dr. Paul Ray was also a dissertation committee member.

Professional/Corporate Experience**Executive Coach/Consultant and Partner, 2013—present**

Vollett Executive Coaching, Vancouver BC, Canada and New York City, NY

- Coach C-suite executives and their senior management teams using primarily phone and video conferencing, with some site visits. Use a hybrid form of coaching and organizational consulting called Integral Innovation Coaching that is based on 25 years of successful experience supporting executives and their companies to grow and thrive. Many clients are in the advertising, communications, marketing and technology industries.

Evolucent Consulting, LLC, Seattle, WA and Rockwall, TX

- Variety of individualized coaching and consulting services that come through sources outside Vollett Executive Coaching. I use a combination of phone, face-to-face, and online methods. Most clients are personally referred to me and I tailor a program for them.

Partner, 2010-2013 and Founding Affiliate 2013-present

Kore Evolution, Inc. Seattle, WA

- A startup for-profit social enterprise, formerly Kore Leadership (see below). Research, development, design, and delivery of in-depth, transformative leadership certificate programs for women. Executive leadership team/partner and Senior Core Faculty.

Senior Faculty and Principal, 2000-2010

Kore Leadership Inc., Seattle, WA

- Research and Development, Executive Strategy team, Strategic Marketing, Senior Core Faculty. One of two principals leading the organization focused on women's integral leadership development to individual and corporate clients. Offers included long-term cohort style programs, both public and within corporations; integral coaching, facilitators training, 5 day workshops and 1 day workshops.

Vice President Strategic Planning and Development, 2000-2003

Nuprecon, Inc., Snoqualmie, WA (Now NCM, Inc.)

- Responsible for strategic planning, long-term business development, new division incubation, organizational development, management and leadership development, and Human Resources. Member of Executive Management Committee reporting to the President. Company was among the top 10 demolition/site preparation/historic preservation firms globally; now the 2nd largest in the US; renamed NCM.
- Successfully incubated and launched the ReNu recycling division, which became the most profitable in the company, and received for the company a 2003 Environmental Award from the Association of Washington Businesses. Also received AWB Better Workplace Awards for OD programs: in 2000 for Innovative Benefits and Compensation and in 1998 for Job Training and Advancement.

Director of Learning and Development, 1997-2000

Nuprecon, Inc., Redmond, WA (Now NCM, Inc.)

- 60% exempt position held while working on Ph.D. Designed and implemented award-winning comprehensive education and development program as a model for the demolition industry. Included teaching, curriculum design, program management; designed a highly successful program to develop field laborers with little education or marketable skills into productive site supervisors, resulting in an increase in the number of jobs that could be managed simultaneously.
- Oversight of collection and synthesis of acquired company knowledge, skills, and techniques into accessible manuals and books
- Launched cross-functional Technology Team using IS to automate documentary processes resulting in substantial productivity improvement throughout the company.

Organizational Consultant, 1994-1996

DBA Veshyran Consulting, Bellevue, WA

- Performed cross-cultural organizational consulting projects in second world countries. Other projects included business plan and proposal development, merger of two Canadian national sports organizations, directing a collaborative public-private Lead Awareness Training Program for the Lead-In-Construction Task Force of the Washington Construction Advisory Council. Performed investigative research and reporting on WA state regulatory reform issue that resulted in a significant reorganization of Puget Sound Air pollution Control Agency.

Vice President, 1989-1994

East Asia Company, Anchorage, AK; Yuzhno-Sakhalinsk, Russia

- Business development and operation of Aeroflot aircraft charters in the Soviet/Russian Far East in late Soviet era, through the collapse, and into the early stages of the Russian Republic. Co-organized and led three historic US delegation flights to the militarily closed Soviet Far East with Governors of Primoriye Kraii, Khabarovsk Kraii, Sakhalin Region, and WA Secretary of State Ralph Munro.

- Humanitarian aid delivery to the Soviet Union and logistics for Washington State; delivery of critical scientific equipment to Magadan for the Burke Museum to perform time sensitive research.
- Key member of team that conceptualized and negotiated first U.S.-Russian timber mill joint venture built in the Russian Far East. The \$2M factory purchased miscut wood cants from Russian state factories, which were being shipped 11 time zones away, and value added by reshaping them to meet Japanese housing market specs, one hour shipping time.

Product Engineering Manager and Process Engineer, 1986-1988

Texas Instruments Defense Systems, Dallas, TX

- Managed groups of engineers and technicians in a missile system IR detector development and production facility. Started up factory sections, scaling laboratory processes perfected in development to volume manufacturing. Developed unique chemical processing and equipment for HgCdTe IR detector material. Applied for five US patents that were awarded to company after my departure.
- Robot-automated a delicate infrared materials handling process; eliminated bottlenecks, increased throughput to high volume, low cost. Received bonus awards for exceptional production improvement.
- Systems Manager for project team that converted a Focal Plane Array Technology factory to PROMIS, an early paperless IS manufacturing system required for Air Force contracts. Included training of production staff unfamiliar with computers, and organization of professional staff to convert their SOPs and engineering knowledge into electronic format.
- Instructed Quality Improvement Seminars; named Senior Advisor, career mentor for junior engineers.

Section Manager and Process Engineer, 1984-1986

Texas Instruments Semiconductor Group, Dallas, TX

- Created and maintained device fab process flow in a proprietary product development clean room. Managed process engineers and technicians covering diffusion, LPCVD, metal evaporation, polyimide, photolithography, silicon etching.
- Received U.S. patent for SIPONT, a multi-layer semi-insulating electronic passivation material. Developed low temperature Rapid Thermal Oxide and dual-dielectric gate structures.
- Promoted to Senior Engineer within eighteen months of career start.

Research and Consulting Projects

The Arlington Institute, 2005-2006. Consulted as part of the theory team for the Horizon Scanning system (early threat anticipation system) contracted by the national government of Singapore for their national security. System used advanced IT and leading edge futurist methodologies to detect and prevent potential catastrophic events such as pandemics or terrorist attacks by recognizing their precursors in the field.

Leadership Development of Women. 2000-present. Researching vertical development (and factors and environment contributing to such) of women leaders average age 45 engaged in a six-month intensive women's leadership development program designed explicitly on transformative learning and integral psychology principles for the particular developmental issues of women. Using pre-post surveys, assessment instruments, and in-depth interviews. Forthcoming book: *The Way of The Mysterial Woman: Upgrading the Way We Live, Love, and Lead*.

Economic Study of Social Enterprises at Auroville, 1998. Sponsor: Auroville, India. Team leader in research project using Synergic Inquiry/Cultural Synergy methods. Studied how mission-driven businesses supporting an international spiritual community in southern India were thriving in terms of profitability, social capital, mission, and values alignment. Studied the relationship between the day-to-day realities of running a business and maintaining a spiritual focus and values.

Assessment of World SHARE Inc. Affiliate startups, 1997. Sponsor: World SHARE Board of Directors. SHARE= Self Help and Resource Exchange. Determined the startup conditions and characteristics of a thriving non-profit affiliate relative to a failing one. Organization was a social enterprise, generating all funds through its operations and services. Developed a model for affiliate success, and was elected to the Board of Directors two years later.

World SHARE Mexico Affiliate Assessment and Organizational Change, 1996. Sponsor: World Share, Inc. Participated as team leader in a study to determine why Mexican affiliates of a successful U.S. non-profit social enterprise were not succeeding. Selected three locations: poor urban border zone, small town, and Mexico City locations. Used Dr. Yong Ming Tang's methodology of Cultural Synergy to facilitate improved relationships between the U.S. corporate headquarters and Mexican staff.

Transition of Nancha Wood Hydrolysis Plant, 1995. Sponsor: Nancha Wood Hydrolysis Plant, Nancha, Heilongjiang, China. Leader of the Business Team with Dr. Yong Ming Tang, co-developing the Cultural Synergy/Synergic Inquiry process. Consulted on the transition of the factory from a communist state-owned entity to the market economy. Factory heads were concerned with maintaining their social values relative to supporting the community while making sufficient profit.

Investigation of Puget Sound Air Pollution Control Agency, 1994-1995. Sponsor: Nuprecon, Inc. and Associated General Contractors, Washington. Regulatory agency had become abusive and counterproductive in its relationships with businesses. Study resulted in significant reorganization of the agency, and adoption of an educational and coaching relationship with local businesses.

Organizational Culture Assessment, Nuprecon, Inc. 1994. Sponsor: Nuprecon, Inc. Assessed the culture of the organization, made recommendations for change to improve its health and functioning. Changes were subsequently implemented; company grew substantially in subsequent years.

Honors & Awards

- Multilayer Semi-insulating Film for Hermetic Wafer Passivation and Method for Making Same (SIPONT). U.S. patent granted 1989. Texas Instruments case TI-11533, April 2, 1986.
- Association of Washington Businesses Environmental Award 2003 for ReNu Recycling Services.
- Association of Washington Businesses Better Workplace Award 2000 for Family Friendly Compensation and Benefits Programs.
- Association of Washington Businesses Better Workplace Award 1998 for Innovative Training and Career Development Program.

Scholarly Contributions

Anderson, S. & Cannon, S. (2016). *The way of the mysterial woman: Upgrading how you live, love, and lead*. Berkeley, CA: She Writes Press.

Cannon, S., Morrow-Fox, M., and Metcalf, M. (2015). The Strategist competency model: The future of leadership in M. Sowcik, A. Andenoro, M. McNutt, & S. Murphy (Eds.), *Leadership 2050*. Building leadership bridges series. Derby, UK: Emerald Group Publishing.

Conte, A. & Cannon, S. (2015, June). *Integral feminine leadership: Developing women to lead from feminine essence*. Presented at the International Leadership Association Women's Leadership Affinity Group, Asilomar, CA, June 7-10.

Cannon, S. (2014, June). *Developing extraordinary leaders: The masculine, the feminine, and the future*. [PowerPoint]. Presented as TED-x style talk at the HR Vision conference, Osney Media, June 4-5, Amsterdam. Video of presentation available upon request.

Joiner, C., Cannon, S., & O'Neil, K. (2006). Synergic inquiry and organizational transformation: A case study of SI application to a US organization working in Mexico. In Y. Tang, C. Joiner & J. Gozawa (Eds.), *Synergic Inquiry: A collaborative action methodology*. Thousand Oaks, CA: Sage Publications.

Cannon, S., & Boga, S. (2003, July). *Mapping the emerging future*. Presented at the 47th annual conference of the International Society for the Systems Sciences, Heraklion, Crete, Greece.

Cannon, S., & Anderson, S. (2003, October). *The women's integral leadership circle: How the experience of a transformative crucible helps women develop the capacity for integral leadership*. Presented at the 5th International Transformative Learning Conference, Teachers College, Columbia University, NY.

Cannon, Susan (2000, Spring). Whose story what future? *Yes! A Journal of Positive Futures*. 13, 38-40.

S. Cannon, et. al. *Growing the Circle: how we became a distance learning community*. Presented at adult education conference, Nashville, Nov. 1995

S. Wilson and S. Ang (1986, October). *Passivated Dual Dielectric Gate for Silicon Mosfets*. Presented at the Electrochemical Society Meeting in San Diego Oct 20-24. *J. Electrochem Soc.*

S. Wilson and S. Ang (1986, May). *Rapid Thermal Annealed Low Pressure Chemical Vapor Deposited SiO2 as Gate Dielectric in Silicon Mosfets*. Presented at the Joint General Session on Electronics/Dielectrics and Insulation at the Electrochemical Society Meeting in Boston, May 4-9, 1986. *J. Electrochem. Soc.*

Other Experience

Crowd funding campaign, November- December 2012

- Successfully raised over \$16,000 using the Indiegogo crowdfunding site for the publication of *The Way of The Mysterial Woman*

Radio Show Producer and Co-Host, 1998-1999

Talk Spot Studios, Bellevue, WA

- Produced a three-hour Sunday live radio and streaming internet radio broadcast "On The Path," co-hosting introductions and wrap up with a former NBC news correspondent who functioned as primary host. Responsible for finding and scheduling guests, all content, and participating in on-the-air discussions. Show featured topics of interest to the contemporary spiritual seeker, with internationally known guests such as Lama Surya Das, Father Thomas Keating, Rabbi David Cooper, Andrew Harvey, Coleman Barks, Terrence McKenna, Barbara Marx Hubbard, John O'Donohue, Peter Russell, Rev. John Shelby Spong, and more.
- Facilitated chatroom discussions integrated with the show's live broadcast. Quickly built an enthusiastic international following spawning a national radio syndication effort.

Affiliations and Service

- Conscious Business Coalition Founding member
- Integral Life, long term member
- Advisory Council, [Leadership Institute of the Niger Delta](#) 2008-present
- Board member, [Earth Intelligence Network](#) 2008-present
- Board member, Evolutionary Life 2007-present
- Wisdom Council member for [VolunTours](#) 2006-present
- Core team member and salon 3 planning team, [Evolutionary Salons](#) 2006
- Affiliated with the [Arlington Institute](#), a futurist think tank
- Scientific Advisory Board member, [Integral Science Institute](#)

- Board of Directors, Prepared Response Inc., 2002-2003. For-profit company develops and maintains collaborative repository of security data and applications designed to support first responder personnel during a facility related emergency incident.
- Steering Committee, Profitable Sustainability 2004 International Conference held in Seattle in conjunction with NBIS/Future 500.
- Board of Directors, World SHARE Inc., 1999-2002. International self-funded non-profit focused on self-help and community development, primarily through food security.
- Board of Directors, Syntony Quest, 1999-2002. Non-profit with a mission to develop evolutionary learning communities in multiple contexts.
- Integral Institute and Integral University, Boulder CO. Beta tester.
- International Society of Systems Scientists (ISSS)
- Voluntary Simplicity Congress 2003 nominated attendee
- World Future Society, Professional Member
- Institute of Noetic Sciences
- Positive Futures Network, Bainbridge Island, WA. Actively participated in the organization's start up.
- King County Dispute Resolution Center, Dispute Conciliator 1997-1998. Four hours per week to relieve small claims court overload, plus a home case load; certified in conflict resolution.
- People for Richard Conlin, Seattle City Council campaign and victory 1998, Steering Committee.
- Sustainable Seattle, Indicators of Sustainable Community 1998; research and writing; created the Community Economy indicator.