

# EDWARD “SANDY” CUTLER, PH.D.

*Bizcoach, Inc.*

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## STRATEGIC PLANNING EXECUTIVE COACHING LEADERSHIP DEVELOPMENT

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### PROFESSIONAL EXPERIENCE

With more than 40 years of successful experience as a teacher, business executive, and college administrator, Sandy Cutler offers executive coaching to public and private organizations and their management teams to achieve breakthrough results in the areas of strategic planning and leadership development.

Sandy’s unique Six-Step Strategic Planning process provides a clear roadmap for guiding the organization to a new destination. The Six-Step Strategic Planning process is interactive and comprehensive, resulting in measurable outcomes and a commitment from participants to implement the plan.

Sandy’s research regarding organizational culture and leadership make him an expert in leadership development. As an executive coach, Sandy helps leaders and managers expand their capacity to learn and to achieve both personal and organizational success. Sandy is a certified consultant with The Leadership Circle™.

#### **Director, State of Oregon Small Business Development Center Network (1984-2004)**

Founded and directed the Oregon Small Business Development Center Network (OSBDCN). Managed annual budget totaling \$4.2 million with staff of 84 FTE located at 19 colleges and universities throughout Oregon. Worked closely with the Oregon Legislature, the US Small Business Administration, the Oregon Economic Development Department, Community College and State College Presidents, and statewide business and professional organizations.

#### **Director, Lane Community College Small Business Development Center (1982-1984)**

Founded and directed the first Small Business Development Center in Oregon at Lane Community College. This program became the model for Oregon’s Small Business Development Center Network.

### 2006-2011 CONSULTING CLIENTS (sample)

#### **US Bank (Eugene)**

Currently conducting leadership training focused on how to build trust and trusting relationships.

## EDWARD CUTLER

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### **EW Brandt & Sons**

Facilitated discussions and planning for transition of officers (third generation family business).

### **Orenco Systems, Inc.**

Facilitated development of a strategic plan for the Engineering Systems Group. Provided leadership development for managers in the Engineering Systems Group.

### **Eugene Public Library Foundation**

Facilitated development of a new strategic plan.

### **Chicago Trading Company**

Facilitated development of a strategic plan (working with senior partners and department managers).

### **Oregon SBDC Network**

Facilitated development of a transition team to provide leadership and consistency during the search for a new SBDC State Director; updated the strategic plan; prepared outline and plan for 2009 legislative session; provided leadership to the SBDC Network and stakeholders during the Oregon Economic and Community Development Department realignment project.

### **Lane Community College**

Legislative Liaison. Created and implemented a legislative strategy to increase funding for the 17 Oregon Community Colleges.

### **Cal State University Northridge**

Interim Director, Los Angeles Region SBDC Lead Center Office. Responsibilities included management and supervision of the SBDC program for the LA Region with annual budget of \$5.74 million. Served as Executive Advisor to the LA Region SBDC program and executive coach to the LA Region SBDC Lead Center Director.

### **King Estate Winery**

Developed annual performance appraisal/evaluation, goal setting materials, and processes for top-level and mid-level managers. Developed training program for top-level managers to create annual performance appraisal/evaluation and goal setting processes.

### **Cal State University Chico**

Facilitated the Cal State Chico Region SBDC strategic planning process. Served as executive coach to the Cal State Chico Region SBDC Lead Center Director.

### **Cal State University Fullerton**

Facilitated the Santa Ana Region SBDC Strategic Planning process. Assisted the SBDC in preparations for the Association of Small Business Development Centers (ASBDC) Accreditation process. Served as executive coach to Santa Ana Region SBDC Lead Center Director.

## EDUCATION

Ph.D. University of Oregon, Eugene

## **EDWARD CUTLER**

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Xerox International Management Training Institute  
MA, Cal State University, Chico  
BA, Cal State University, Chico

### **COMMUNITY SERVICE**

Big Brothers Big Sisters Program, US Bank Community Advisory Committee,  
City of Oakridge Economic Development Advisory Committee

### **AREAS OF INTEREST**

Reading, aviation, white water rafting & kayaking, tennis, skiing, golf

### **HONORS & ACHIEVEMENTS**

US Bank - Community Board Member (2006-present)  
Consultant to the World Bank (1992-93)  
Management Editorial Advisory Board - Oregon Business Magazine (1992-94)  
Honored by Oregon Magazine as "Educator of the Year" (1983)