

# JEREMY DAROS

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## Professional Experience

### Great Island Consulting, P.A.

Portland, ME ▪ August 2011 - Present

#### Toyota Champions Workshop

- Design and deliver 5-day Champions of Inclusion and Diversity seminar for employees ranging from entry level to executive level
- Co-convenor of ongoing material updates, strategy and planning sessions based on client needs
- Provide leadership guidance and support post-workshop

#### Facilitator/Consultant - MTA New Presidents Workshop

- Annually co-facilitate Diversity and Inclusion: Key Concepts and Skills
- Co-design and implement experiential workshop focusing on inclusive leadership
- Focus on New Presidents' Orientation building success in new leadership roles

#### Designer/Facilitator – New England Association for College Admission Counseling (NEACAC)

- Deliver leadership training to “Rising Leaders” group within NEACAC
- Emphasis on team building, communication and mentoring

### Windstream Enterprise

Portland, ME ▪ October 2001 - Present

#### Manager, Project Coordination Managed Services

- Lead 10-16 direct reports comprising project management team delivering over \$100,000 in telecom services revenue each year
- Exceed revenue “quote to cash” goals on monthly basis, finishing with 128.20% and 123.69% toward target in 2016 and 2017 respectively
- Drive performance excellence by reducing quality defects to < 1% annually
- Design and implement key process improvement initiatives and policies advancing department culture, including cross-functional communication between divisions
- Build highly-motivated cross-cultural teams through change after 2 separate company mergers
- Deliver annual performance feedback appraisals paired with targeted goal-setting
- Lead multi-level network implementation teams responsible for guiding client communications and relationships from sale to service activation
- Coach and develop a 16-member team of project managers
- Responsible for overseeing leadership performance of level 1 supervisor and his 10-member team
- Facilitate service implementation learning programs via Cisco WebEx and Microsoft Lync
- Implement new company integration plan by identifying best practices, crafting new business rules, and developing new processes
- Collect, analyze and evaluate team metrics for presentation to executive leadership

## **University of Southern Maine**

Portland, ME ▪ January 2017 - Present

### Professor, Leadership Studies

- Create and teach Organizational Theory, a 3-credit undergraduate course
- Earned maximum possible score on student evaluations over two semesters
- Each class approximately 12-15 students, with coursework including presentations, term papers, weekly writing submissions and experiential learning

## **Projects, Skills and Memberships**

- Co-facilitator of The Kaleel Jamison Consulting Group “Next Next Generation Community”
  - Design and lead meetings of newer Organization Development professionals
  - Coordinate diverse group of young professionals launching careers in O.D.
- Presenter: Equality Maine (EQME) focusing on educators working with GLBTQ youth
- Member: Golden Key International Honor Society membership awarded to top 15% of class
- Remote learning expert with experience leading geographically diverse teams
- Progressive leadership style using latest leadership practice and proven research

## **Education**

University of Southern Maine ▪ Portland, ME  
May 2016 ▪ M.A. Leadership Studies

Marist College ▪ Poughkeepsie, NY  
May 1999 ▪ B.A. Psychology

## **Interests**

Teaching, Diversity and Inclusion, Travel, Guitar instruction