

Verna Allee

Verna Allee Associates
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PROFILE

- ◆ Leader of a technology and services company providing software for value network visualizations and analytics.
- ◆ Globally recognized expert, author, and keynote speaker in value networks, knowledge management, intellectual capital, and new business models and strategy development.
- ◆ More than twenty years experience as a consultant, author, speaker, and researcher in leading-edge management practices who guides leaders and work teams through collaboration and participative management.
- ◆ Outstanding ability in new business models, complex systems and network mapping, workflow redesign, tactical and strategic planning, systems thinking, research, and analysis.
- ◆ Exceptional analytical skills and proven abilities to help companies adapt for the future.
- ◆ Developer of acclaimed *HoloMapping®* and *ValueNet Works™* methodologies to analyze complex systems and model business dynamics, both supported by the web-based ValueNetworks.com software application.
- ◆ Author of books and numerous articles, including *The Future of Knowledge* (2002), and *The Knowledge Evolution* (1997), international best sellers in the knowledge management field. More than 9,000 Google Scholar citations.
- ◆ Named one of the top six people in knowledge management by KM Magazine in July 2001. Cover article interview for Inside Knowledge Magazine, September 2003.
- ◆ Member of several advisory boards and task forces including the Ethical Markets television series.

EDUCATION

- ◆ M.A., John F. Kennedy University Human Consciousness, Summa Cum Laude 1989
 Specialization in Organizational Leadership
- ◆ B.A., University of California at Berkeley Social Science, Summa Cum Laude 1986
 Majoring in International Business
- ◆ Academic positions listed on page 12.

PROFESSIONAL EXPERIENCE**Value Networks, LLC**

San Francisco, CA
 www.valuenetworks.com

2008-continuing

Value Networks, LLC, dba ValueNetworks.com is a technology company providing enterprise-level value network visualization and analysis tools. The company was named a “Cool Vendor” by Gartner Inc in 2009 and serves companies globally. The company also supports open source methods, standards, and technologies for value network analysis.

Founder and President: Responsible for business development, product and services delivery, and methodology development.

PROFESSIONAL EXPERIENCE (continued)

Verna Allee Associates (Formerly Integral Performance Group)**Founded 1990**

Martinez (Walnut Creek), CA

A management consulting value network recognized for excellence in consulting, strategy development, workshops and keynotes, methodology design, publications, and research.

Founder and Principal: Responsible for business development, product and services development, training, methodology development, project management, and customer service. Customers include Cisco Systems, The Boeing Company, NASA, European Commission, Mayo Clinic, and many others. (Complete list on page 13.)

The Capital Company, Walnut Creek, CA.**1976-1989**

A successful sign design and manufacturing company, handling national accounts such as Walnut Creek-based Longs Drug Stores.

Co-founder in 1976 and continued as inactive co-owner from 1989-1997:

- ◆ Co-designed company structure and vendor partnerships as a networked manufacturing organization. The Capital Company was one of the first and most successful “virtual” value networked companies in its industry, installing signs from Anchorage to Florida.
- ◆ Developed and implemented successful strategies for establishing customer relationships with key accounts. Managed customer relationships and worked with city planning groups from 1980-1989.

Evolutionary Learning Systems, Inc.**1989-1989**

A small consulting group working with mostly European companies, to introduce concepts of the learning organization. (Before *The Fifth Discipline* was published!)

Vice- president and principal:

- ◆ Facilitated the Board of Directors in developing values, visioning, and strategic management, to create alignment and define roles and relationships for maximum effectiveness.
- ◆ Developed consulting services and products, designed marketing materials and presentations, wrote proposals and consulting documents, and managed software development projects. Maximized limited resources during an intense start-up phase.

PROFESSIONAL EXPERIENCE SAMPLE PROJECTS
Current and Past Projects under Value Networks, LLC and Verna Allee Associates

- Working with Symantec, Alcatel-Lucent, Cisco, Oracle, and others implementing value network methods and software to define and monitor the website-based customer support experience.
- Supporting regional development in Skane region of Sweden and workshops sponsored by VINNOVA government agency.
- Advisor to The Boeing Company (Boeing Evaluation & Testing) for extensive organizational redesign using value network analysis to gain sharp increases in productivity.
- Supporting value network development in regional healthcare academic networks for British Columbia Academic Healthcare Council (BCAHC).
- Consulting with iScale (formerly GAN-Net) and Omidyar Foundation to analyze global value networks working toward prevention of Violent Conflict and Mass Atrocities.
- Supporting the Global Finance Initiative sponsored by iScale seeking to identify and map the value networks of both existing and emerging global finance system.

PROFESSIONAL EXPERIENCE SAMPLE PROJECTS (continued)**Current and Past Projects under Value Networks, LLC and Verna Allee Associates**

- Consultant and analyst for the European Commission IST-RTD evaluation of regional innovation networks supported by the 7th IST Framework Programme.
- Leading strategic executive-level strategy work and competency development in value networks, intangibles, knowledge management, and communities of practice for multi-national corporations and government agencies, including Telenor (Norway), Environment Canada, Cisco Systems, The Boeing Company, Mayo Clinic, HP, Eli-Lilly, and Motorola.
- Consultant and analyst for the European Commission evaluation study ERAnets (Evaluation of Networks of Collaboration between Participants in IST Research and their Evolution to Collaborations in the European Research Area). Project applies social and value network analysis as evaluation tools for programme performance and impact.
- Senior Advisor to project *Roadmap for New Partnerships for Sustainable Development in the Knowledge Economy* (NESKEY) for the European Commission. The Roadmap describes a vision of 360-degree accountability, transparency, and participation for indicators of progress toward a sustainable economy that will have demonstrable impact for cities and regions.
- Designing and delivering qualification programs in value network analysis, including master classes in the UK, Europe, New Zealand, Singapore, Australia, and the US; online qualification courses; and e-learning modules combined with a web-based software application.
- Identifying key action networks and guiding network strategy development for the Global Reporting Initiative (GRI) in South Africa, and ICTSD (Geneva), in the area of sustainable trade, supporting strategy development and organizational effectiveness.
- Engaging top leadership in a strategic analysis initiative for a global accounting and auditing firm, to evaluate future impact of four strategic issues.
- Co-convening a workshop for 60 high-level business and community leaders on the question of "What is True Wealth?" in Dharamsala, India, that included an audience and interview with His Holiness the Dalai Lama.
- Delivering keynote speeches, workshops, and awareness-building presentations for companies and associations in the United States, Europe, Australia, New Zealand, Korea, Israel, Singapore, Norway, India, Fiji, Canada, and Brazil.
- Serving as Senior Analyst and Core Research Team Member for year-long study, "Winning in the Digital Economy" for Digital 4Sight, Toronto. Research was reported in the best-selling book, *Digital Capital* by Tapscott, Ticoll, and Lowy (2000).
- Designing and delivering internal knowledge management seminars for a large multi-national, bringing together thought leaders from top companies around the world. Seminars proved foundational in helping knowledge strategy teams identify high-leverage initiatives.
- Senior Consultant for Rand Corporation project on Collaborative Research Networks for the European Commission.
- Authoring Executive White Papers on Knowledge Management and Intellectual Capital for multi-national corporations that serve as a foundation for strategy development.
- Serving on advisory and research teams with The Brookings Institution Task Force on Intangibles, and with the Stanford University KNEXIS project in knowledge networks.
- Designing and conducting global surveys for customer research initiatives in knowledge and value networks, ranging from shop-floor process improvements to leveraging cross-organizational networks for social action and policy development.

PROFESSIONAL EXPERIENCE SAMPLE PROJECTS (continued)**Current and Past Projects under Value Networks, LLC and Verna Allee Associates**

- Acting as external consultant and advisor on knowledge, collaboration, and learning issues for a large-scale change initiative with a major oil company; member of large consulting team.
- Developing a systems mapping methodology to support complex reengineering projects. Results included cycle time reductions ranging from five weeks to several months for budget planning and product introduction processes for two Fortune 1000 companies.
- Designing and conducting global multi-national surveys and data analysis to support design and delivery of internal training programs for Sun Microsystems.
- Developing a training evaluation methodology for an international computer technology company that expanded metrics development capability by 500% and integrated data gathering into the training delivery system, at a cost savings of over \$50,000 per implementation.
- Leading a large retailer through strategic planning for Total Quality to implement more cost-effective structural and support strategies to achieve business goals.
- Formulating conceptual frameworks and leading skill development for the information services group of a major oil company that led to a new strategic direction, refined contracting procedures, reconfigured services, increased customer satisfaction, and improved profitability.
- Delivering support for a benchmarking project that returned \$5Million over five years on a \$70,000 study for a major telecommunications company, by surfacing data and conducting comparative analysis of best practices in customer service measurement.
- Designing and delivering a large-scale collaborative planning process for 100 high-level business and civic leaders, that achieved a new level of alignment among disparate groups (following the turmoil of the Los Angeles Riots in 1992), providing a foundation for an economic strategy for the entire Los Angeles Basin.
- Revitalizing a work team that had stalled on a major project, by designing and delivering training, coaching the team leader in follow-through, and partnering with the internal quality consultant.
- Enhancing customer satisfaction and improving cost management skills for a mid-size association and benchmarking consulting group, by conducting training in methodology design and project management.
- Surfacing data and conducting analysis through benchmarking, that saved a large telecommunications company over \$2Million by realizing a more cost-effective solution in improving billing quality.
- Co-designing an innovative "Information Management Best Practices Database" for Golden Gate University.
- Establishing leadership in benchmarking by obtaining key corporate accounts and maintaining visibility through conference presentations and publications.

BOOKS AND OTHER PUBLICATIONS

Books

Value Networks and the True Nature of Collaboration, Verna Allee with Oliver Schwabe, ValueNetworks.com, 2011.

The Future of Knowledge: Increasing Prosperity through Value Networks, Butterworth-Heinemann, 2002.

What Is True Wealth and How Do We Create It? Co-edited with Dinesh Chandra, published 2003 by Sharma Publishing (India).

BOOKS AND OTHER PUBLICATIONS (continued)

Books (continued)

The Knowledge Evolution: Expanding Organizational Intelligence, Butterworth-Heinemann, 1997. (Named one of the top 25 business books in Australia in 1998, and has several translations.)

Learning Links: Enhancing Individual and Team Performance, Pfeiffer Inc, 1996, (Out of print).

Book Chapters

“How is Value Really Created?,” in *The Matrix: Post Cluster Innovation Policy*, ed Arne Eriksson, VINNOVA, Sweden 2010.

“The Very Human Dynamics of Knowledge and Value Conversion”, Ahonen, G., ed., *Inspired by Knowledge in Organisations: Essays in Honor of Professor Karl-Erik Sveiby on his 60th Birthday*, Swedish School of Economics and business Administration, Finland, 2008.

“Evolving Business Forms for the Knowledge Economy,” *Handbook of Knowledge Management*, ed., Clyde W. Holsapple, 2002.

“Mapping Business Critical Knowledge,” *Practical Manual of Knowledge Management*, ed. Matthias Bellmann and Tom Sommerlatte, published 2002 under the Symposion Publishing-Verlag, Düsseldorf imprint.

“Accelerating Value Creation In A Start Up Environment,” Verna Allee and Steve McMahon, *Measuring Intellectual Capital*, ed. Jack J. Phillips, 2002 by American Society for Training and Development.

Published Articles and Papers

“An Action Research Methodology When the Social System is Global,” Steve Waddell and Verna Allee, *Action Research Journal*, forthcoming.

“Skane Regional Innovation – a Value Network Approach: Summary of Research Results,” Verna Allee et al, Skane Region, December 09.

“Value Creating Networks,” *The Learning Organization Special Issue on Social Networking and Social Network Analysis*, November 2009.

“Measuring the Impact of Research Networks in the EU: Value Networks and Intellectual Capital formation,” Paper for the *European Conference on Intellectual Capital*, April 28-29 2009, Haarlem, The Netherlands.

“Designing Productive Workspaces for Mobile Workers: Role Insights from Network Analysis,” Camille Venezia, Verna Allee, and Oliver Schwabe. *Information-Knowledge-Systems Management: Special Issue: Enterprise Mobility: Applications, Technologies and Strategies*. April/May, 2008.

“Value Network Analysis for Accelerating Conversion of Intangibles,” *Journal of Intellectual Capital*, Volume 9, Issue 1, pp 5-24, January 2008. The paper was selected as a Highly Commended Award Winner in the Emerald Group Publishing Limited Literati Network Awards for Excellence for 2008.

“Effectiveness of ICT RTD Impacts on the EU Innovation System: Final Report,” Evaluation Study for the European Commission, DG Information Society and Media Directorate C *Lisbon Strategy and Policies for the Information Society*, Unit C3 – Evaluation and Monitoring, December 11, 2007. Verna Allee, Alessandro Innocenti, Adamantios Koumpis, Androkli Mavridis, Francesco Molinari, Edna Pasher, Sigal Shachar, Oliver Schwabe, Dimitris Tektonidis, Mimi Tresman, and Apostolos Vontas.

“Effectiveness of ICT RTD Impacts on the EU Innovation System: Annex to the Final Report,” Evaluation Study for the European Commission, DG Information Society and Media Directorate C *Lisbon Strategy and Policies for the Information Society*, Unit C3 – Evaluation and Monitoring, December 11, 2007. Verna Allee, Alessandro Innocenti, Adamantios Koumpis, Androkli Mavridis, Francesco Molinari, Edna Pasher, Sigal Shachar, Oliver Schwabe, Dimitris Tektonidis, Mimi Tresman, and Apostolos Vontas.

BOOKS AND OTHER PUBLICATIONS (continued)**Published Articles and Papers** (continued)

- "Supporting mobile worker networks: Components for effective workplaces," Camille Venezia, Verna Allee, and Oliver Schwabe, *Journal of Corporate Real Estate* vol 9, No 3, 2007.
- "Mobile Workers: practices, relationships and components for effective workplaces," Camille Venezia and Verna Allee, *The leader*, Core Global, Vol 6, Issue 6, pp. 18-22, June 2007.
- "Collaboration, Innovation and Knowledge Sharing in a Global Telecom," Verna Allee and Jan Taug, *Journal of Organizational Learning*, November 2006.
- "Will the Real Project Please Stand Up? Getting Organized with Value Network Analysis," David Meggitt and Verna Allee for the *Association of Project Management Yearbook 2006-2007*.
- "360 Degree Transparency and the Sustainable Economy", World Business Academy, Feb 4, 2004.
- "Global Action Networks and the Evolution of Public Policy Systems," Steve Waddell and Verna Allee for the *ICSTM Conference*, Philadelphia, May 19, 2004.
- "New Partnerships for Sustainable Development in the Knowledge Economy: Roadmap for a Vision," ICT Framework Project for the European Commission, Verna Allee and Marc Luyckx, July 2003.
- "A Value Network Approach for Modeling and Measuring Intangibles," *Proceedings, Transparent Enterprise*, Madrid, November 2002.
- "GRI Network Development, South Africa," Steve Waddell and Verna Allee, November 2002.
- Guest Editor, "The Technology Myth in Knowledge Management and Business Intelligence," *Cutter IT Journal*, March 2002.
- "Bottom Line KM" (interview for cover article), *Knowledge Management Magazine*, July 2001 (<http://www.kmmag.com>).
- "New Business Fundamentals," *Perspectives*, ASTD Mt. Diablo Chapter D, August 2001
- "Knowledge Networks and Communities of Practice," *OD Practitioner*, Fall 2000.
- "Return on Knowledge," *Executive Excellence*, September 2000.
- "Why eLearning is not Knowledge Management," *Linezine*, August 2000.
- "Reconfiguring the Value Network," *Journal of Business Strategy*, July-August 2000.
- "The Value Evolution," *Journal of Intellectual Capital*, May 2000.
- "The Ethics of Knowledge," *Executive Excellence*, May 2000.
- "New Tools for the New Economy," *Perspectives in on Business and Global Change*, December 1999.
- "Rethinking Value in the Knowledge Economy," *2000 Handbook of Business Strategy*, 1999.
- "The Art and Practice of Being a Revolutionary," *Journal of Knowledge Management*, June 1999.
- "Knowledge or Learning," *Leverage*, March 1999.
- "Human Capital and Value Creation in the Knowledge Economy," (cover) *HR Monthly*, AU, May 1998.
- "Origins of Knowledge (interview)," *Exec! On-line edition*, February 1998.
- "Twelve Principles of Knowledge Management," *Training and Development*, November 1997.
- "Elegant Solutions for Mastering Complexity," *Vision/Action*, Summer 1997.
- "Ongoing Learning," *Personal Excellence*, May 1997.
- "Chevron Maps Key Knowledge and Transfers Best Practices," *Knowledge Inc.*, April 1997.
- "Knowledge and Self-Organization," *Executive Excellence*, January 1997. (Reprinted in *Drake Business Review*, Canada; *HR Monthly*, Australia; and *Leverage*, U.S.)
- "Creating Adaptive Organizations," *Executive Excellence*, March 1996.

BOOKS AND OTHER PUBLICATIONS (continued)

Published Articles and Papers (*continued*)

- "Breakthrough Benchmarking, An Organizational Learning Approach," *Competitive Intelligence Review*, January 1996.
- "A Passion for Benchmarking," *Executive Excellence*, July 1995.
- "Rethinking Systems Thinking," *New Leaders Newsletter*, June 1995.
- "A Transformation in Learning," *The Benchmark*, May 1995.
- "Transformational Learning," *Executive Excellence*, April 1995.
- "Transformational Learning and Performance," *Creatia*, April 1995 (in 3 languages).
- "Tools for Reengineering," *Executive Excellence*, February 1995.
- Book Reviews, *Intuition Magazine*, 1994, Leadership and the New Science, *Margaret J. Wheatley*.
- "Intuition in Organizations," *Weston Agor*.
- "Self-Questioning as a Principle of Organizational Change," *Taking Aim*, 1990.

Web Tools and Applications

- Value Networks.com* SaaS and embedded applications, for monitoring and managing complex work environments and human interactions utilizing value network visualizations and analytics.
- GenSis™* software application to support *HoloMapping®* and *ValueNet Works™* methodologies.
- ValueNet Works™ Fieldbook*, with detailed consulting guides for conducting a *ValueNet Works™* Analysis (retired).
- Verna Allee Toolkit*, featuring e-learning modules and applications for *HoloMapping®* and *ValueNet Works™* methodologies, and *Knowledge Links©* assessments (retired).

Articles and Interviews about Verna Allee

- "Value Networks, Creating Growth through How We Work Together," *Hunter Hastings and Jeff Saperstein, Bust the Silos: Opening Your Organization for Growth*, 2009.
- "Knowledge Works: KM Maxims," by Jerry Ash, *Knowledge Management*, 28 March, 2006.
- "Opinion: Verna Allee" *Knowledge Management*, 18 January, 2006.
- "Value Networks: How Organizations Really Work," by Alexander Sheiffer, *Transformations*, World Business Academy, August 4, 2005.
- "Thought Leader: Verna Allee," *Knowledge Management*, 14 Jan, 2005.
- "Alex Bennet Interviews Verna Allee," by Alex Bennet, July 2004.
- "Interview: Verna Allee," by Sandra Higgenon, *Knowledge Management*, 30 April, 2004.
- "Mihaly Nagy Interviews Verna Allee," by Mihaly Nagy, March 2004.
- "Put it to the Board: Verna Allee," *Knowledge Management*, 27 January, 2004.
- "David Skyrme Interviews Verna Allee," by David Skyrme, December 2003.
- "The Knowledge – KM Europe 2003," (cover), by Simon Lelic, *Knowledge Management*, August 2003.
- "Your Say: KM on Trial," by Sandra Higgenon, *Knowledge Management*, 19 December 2003.
- "Verna Allee on Rethinking KM," by Steve Barth, *Knowledge Management Magazine*, July 2001.

Video Tapes

- Gurteen Network Conference Keynote Brad Meyer Productions, 2003.
- Keynote "Knowledge, Value and Networks," KM World, 2002.

BOOKS AND OTHER PUBLICATIONS (continued)**Video Tapes** (*continued*)

Camden Knowledge Conference interviews, 1999.

"Understanding Knowledge Work," *Ash Quarry Productions*, 1998.

"Managing Knowledge Workers," *Ash Quarry Productions*, 1998.

Audio Tapes

"Value Creation in the Knowledge Economy," *Access Systems*, 1998.

"Knowledge and Collaborative Learning," *Access Systems*, 1998.

Poetry

"Money" (poem), *Occident*, 1986.

"Night Swim" (poem), *Occident*, 1986.

"Black Holes" (poem) *Quilt*, 1986.

"Three Ways to Skin a Cat" (poem) *Quilt*, 1986.

"The Sexual Politics of Organizational Change," *Honors Thesis*, 1986.

PRESENTATIONS, KEYNOTES, AND WORKSHOPS (Public and Invitational)

CIRIA CPM (construction industry) tendering VNA workshop	London	Feb 2011
Association of Strategic Alliance Professionals (workshop).....	Atlanta, GA	Jan 2011
KM India (workshop and keynote).....	Bangalore	Dec 2010
KM Brazil (keynote).....	Brazil	Nov 2010
OMG Standards VDM group (presentation)	Santa Clara, CA	Nov 2010
SBGC Symposiums (keynotes, Brazilia and Rio de Janeiro)	Brazil	Nov 2010
Future of Talent Asilomar Annual Leadership (keynote).....	Monterey, CA	Oct 2010
Canadian Healthcare Leadership Network Summit (keynote)	Ottawa	June 2010
Activating Internal and External Value Networks (2-day workshop).....	Tel Aviv	June 2010
International Forum on Enterprise 2.0 (keynote)	Milan	June 2010
Future of Talent (Webinar)	Virtual	May 2010
L-3 Learning Summit (Webinar)	Virtual	May 2010
Oxford University Senior Executive Program (guest lectures)	Oxford, UK	May 2010
CoLABoration conference (featured participant)	San Jose, CA	March 2010
Henley KM Conference (workshop)	Henley, UK	Feb 2010
Healthcare leadership Forum and Summit (keynote, workshop)	Vancouver	Oct 2009
Future of Talent (keynote).....	Monterey, CA	Oct 2009
Procter & Gamble Leadership Summits	Cincinnati, OH	Sept 2009
Collaboration & Innovation 2009, Purdue University (featured author)	West Lafayette, IN	Sept 2009
Conference on Knowledge, Culture and Change (keynote).....	Boston, MA	June 2009
IC5 Conference (keynote)	Paris	May 2009
European Conference Intellectual Capital (keynote, presentation)	Haarlem	April 2009
Medical Networking Event Bristol-Myers Squibb (keynote, workshop)	Princeton, NJ	April 2009
Gathering 2 (Webinar)	Virtual	April 2009
Value Network Cluster Event Value Networks.....	Toronto	March 2009
Knowledge Management Workers (presentation).....	Toronto	March 2009
Henley Knowledge Management Conference (keynote, workshop)	Henley, UK	Jan 2009

PRESENTATIONS, KEYNOTES, AND WORKSHOPS (continued)

BCAHC Networks in Healthcare Workshop (keynote, workshop)	Vancouver	Jan 2009
Value Network Cluster Event VNA Workshop	Los Angeles, CA	Dec 2008
Consortium for Service Innovation (summit)	Avon, CO	Dec 2008
VINNOVA Workshops Regional Development (workshops)	Sweden	Nov 2008
INFORMS Conference (presentation)	Washington, DC	Oct 2008
VN Cluster	Washington, DC	Sept 2008
CBA Business Academy (guest lecture)	Zagreb, Croatia	April 2008
Research Board (keynote)	Lisbon	March 2008
University of Waikato (guest lecture)	Hamilton, NZ	Feb 2008
Open Innovation Conference (keynote)	Scottsdale, AZ	Jan 2008
Public Service Centre for Organizational Excellence	Singapore	Jan 2008
Centre of Excellence for National Security (CENS)	Singapore	Jan 2008
Value Network Cluster Event	San Francisco, CA	Jan 2008
Financial Times Innovation Conference (featured speaker)	London	Nov 2007
KM World	Santa Clara, CA	Nov 2007
KM Asia (keynote)	Singapore	Nov 2007
Human Capital in the Knowledge Society (featured speaker)	Skopje	Sept 2007
Linkage Best of OD (featured speaker)	Chicago, IL	May 2007
American Heart Association Quality of Care and Outcomes (workshop)	Washington, DC	May 2007
CBA Business Academy (guest lectures)	Zagreb, Croatia	April 2007
KM Leaders (guest lecture)	Virtual	April 2007
Strategic HR in the Knowledge Economy	Sofia, Bulgaria	March 2007
Value Networks Summit	Toronto	March 2007
University of Waikato (lectures and dinner keynote)	Hamilton, NZ	Feb 2007
Value Networks Summit	Los Angeles, CA	Feb 2007
Complexity Cluster Event	San Francisco, CA	Oct 2006
Consortium for Service Innovation (keynote)	Scottsdale, AZ	Oct 2006
Value Networks Cluster Event	Dallas, TX	Oct 2006
World Congress on Intellectual Capital (keynote)	Seoul	Sept 2006
Value Networks Summit	Boston, MA	Sept 2006
Value Networks European Summit	Netherlands	June 2006
Bentley College Collaborative Networks (symposium)	Boston, MA	June 2006
Value Network Cluster Boston	Waltham, MA	June 2006
Value Network Cluster Cleveland	Cleveland OH	May 2006
CBA Human Resources Symposium (featured speaker)	Zagreb, Croatia	April 2006
CBA Business Academy (guest lectures)	Zagreb, Croatia	April 2006
Value Network Summit and Retreat	Netherlands	April 2006
Value Network Cluster Silicon Valley	San Jose, CA	April 2006
Hamilton Rotary Club (presentation)	Hamilton, NZ	March 2006
University of Waikato (lectures and seminar)	Hamilton, NZ	March 2006
Lukey SmartNet (seminar)	Wellington, NZ	March 2006
Value Network Cluster Los Angeles (featured speaker)	Los Angeles, CA	March 2006
Mayo Clinic (seminar)	Rochester, MN	Feb 2006
UC Berkeley School of Engineering (podcast)	Berkeley, CA	Feb 2006
Braintrust 2006 (keynote)	San Francisco, CA	Feb 2006
Women's Philanthropic Leadership Circle (seminar)	Minneapolis, MN	Feb 2006
U of Minnesota School of Education (workshop)	Minneapolis, MN	Feb 2006

PRESENTATIONS, KEYNOTES, AND WORKSHOPS (continued)

Institute of Public Health Ireland (keynote and workshop)	Belfast	Jan 2006
Beeches Management Centre (seminar).....	Belfast	Jan 2006
KM World (keynote and half-day workshop).....	Santa Clara, CA	Nov 2005
CROMA Business Academy (public lecture)	Zagreb	Nov 2005
Stamford Global HR Conference (keynote and one-day workshop)	Budapest	Nov 2005
Network Round Table (presentation).....	Univ. of Virginia	Nov 2005
Future of Talent (featured guest).....	San Francisco, CA	Oct 2005
In2Thinking (telepresentations)	Seattle, WA	June 2005
CP2 Guest Lecture (online).....	Online	May 2005
SOL Australia (2-day workshop with Dave Snowden)	Brisbane	April 2005
AUT Auckland (public lecture).....	Auckland, NZ	April 2005
Lukey SmartNet (one-day master class)	Wellington, NZ	April 2005
e-Office (public lecture).....	Utrecht	Feb 2005
Hanken Business School (public and private seminars).....	Helsinki	Feb 2005
Scottish Enterprise (public and private seminars).....	Glasgow	Feb 2005
Knowledge, Networks and Value Creation (master class).....	London	Sept 2004
Exploiting Social Networks in Organizations (keynote).....	London	Sept 2004
Fourth Intl Conf Knowledge, Culture and Change (keynote)	London	Aug 2004
London Knowledge Network (one-day master class)	London	Aug 2004
ICTSM Conference (with Steve Waddell).....	Philadelphia, PA	May 2004
Ark Group (two-day master class).....	Singapore	April 2004
Ark Group (two-day master class).....	Sydney	April 2004
Lukey Smart-Net (four cities with Ross Dawson March 24-April 2).....	New Zealand	March 2004
Global Mind Change Conference	Santa Barbara	March 2004
Stamford Global (two-day Leadership workshop with Marc Luyckx).....	Budapest	March 2004
<i>ValueNet Works™</i> Master Class (one-day Genova Group).....	Boston, MA	Feb 2004
Greenwich University Master Class (one-day)	London	Nov 2003
4 th Annual KM Europe (keynote and master class).....	Amsterdam	Nov 2003
Healthy Enterprise and AV Media (one-day workshop)	Aberdeen, UK	Nov 2003
Knowledge Board (keynote and workshop).....	Brussels	Oct 2003
Presidio Dialogues.....	San Francisco	Sept 2003
Academy of Management (with Anita Burke)	Seattle	Aug 2003
BAODN Authors Day (panel)	San Francisco, CA	May 2003
Braintrust 2003 (post-conference workshop).....	San Francisco, CA	Feb 2003
6 th World Congress on Intellectual Capital (plenary panel)	Hamilton, Ontario	Jan 2003
KM Cluster San Francisco (presentation and book signing)	San Francisco, CA	Dec 2002
Intellectual Capital Forum (keynote).....	Oslo	Nov 2002
Scandinavian Knowledge Management Conference (keynote)	Copenhagen	Nov 2002
KM World and Internet World (workshop)	Santa Clara, CA	Oct 2002
E-Work Europe (keynote).....	Paris	Sept 2002
American Society for Training and Development (local program).....	San Ramon, CA	July 2002
Cutter Summit (keynote)	Boston, MA	April 2002
Internet World Spring 2002 (panel)	Los Angeles, CA	April, 2002
Presentation and Workshop.....	Wellington NZ	Jan 2002
University of Waikato (workshop).....	Auckland NZ	Jan 2002
Learning in Organizations (keynote).....	Melbourne AU	Jan 2002
Enterprise Intelligence (keynote).....	Orlando, FL	Dec 2001

PRESENTATIONS, KEYNOTES, AND WORKSHOPS (continued)

KM World Annual Conference (keynote)	Santa Clara, CA	Oct 2001
4 th Annual Knowledge Management World Congress (keynote)	Seoul, Korea	Oct 2001
American Society for Training and Development (local program)	San Ramon, CA	Aug 2001
Foundation for Human and Economic Development (co-convener)	Dharamsala, India	April 2001
Braintrust 2001 (featured speaker)	San Francisco, CA	Feb 2001
Enterprise Intelligence (keynote)	Orlando, FL	Feb 2001
Intellectual Capital World Congress (keynote)	Toronto	Jan 2001
Future Leaders Forum (panel)	Switzerland	Nov 2000
ODN National Conference (featured speaker)	Atlanta, GA	Oct 2000
Knowledge Management Practices for the Financial Services Industry	New York, NY	July 2000
USC Seminar on Value Creation in the Knowledge Economy	Los Angeles, CA	March 2000
Training 2000 (featured speaker)	Atlanta, GA	Feb 2000
Enterprise Intelligence (keynote and co-chair)	Orlando, FL	Dec 1999
CIET Knowledge Net Conference	Rio de Janeiro	Oct 1999
OD Network Annual Conference (workshop)	San Diego, CA	Oct 1999
Primus User Conference (keynote)	Seattle, WA	Sept 1999
Knowledge Management Leadership Summit	Camden	June 1999
Health Forum Summit (workshop)	San Francisco, CA	April 1999
ASTD Silicon Valley Chapter (workshop)	Santa Clara, CA	April 1999
Eicher Consultancy Ltd. (workshops in five cities)	India	March 1999
Knowledge in Action – Israel (keynote)	Cyberspace	Feb 1999
Brain Trust Knowledge Management World Summit (keynote)	San Francisco, CA	Jan 1999
Healthcare Forum CEO Summit	Chicago, IL	Nov 1998
Healthcare Forum Fall Conference (keynote)	Chicago, IL	Oct 1998
World Business Academy	Chicago, IL	Oct 1998
Collaboration 98 (online conference guest author)	Cyberspace	Oct 1998
Business in the Knowledge Era (keynote)	Rio de Janeiro	Aug 1998
Santa Barbara Human Resources Association (keynote)	Santa Barbara, CA	Aug 1998
Metro Set (videoconference)	New York, NY	June 1997
Maximizing Organizational Intelligence (workshop)	Sydney	May 1997
Realizing Human Capital (keynote and workshop)	Canberra	May 1997
Knowledge Value Creation (workshop)	Hobart	May 1997
Process & Product Leadership Week	Boston	April 1997
Knowledge Ecology Fair (online conference)	Cyberspace	Feb 1997
Chief Learning Officer (keynote)	Orlando, FL	Nov 1997
Knowledge in Action Conference (keynote)	Israel	Oct 1997
World Future Society	San Francisco, CA	July 1997
Knowledge Management for the Global Bio/Rx Industry	Boston, MA	July 1997
Society for Human Resource Management	San Diego, CA	June 1997
Canadian Human Resource Planning Society	Toronto	June 1997
Creating Value through Knowledge Management	San Francisco, CA	Feb 1997
Association for Internal Management consultants	Berkeley, CA	Feb 1997
Northern California Human Resources Council	San Francisco, CA	Oct 1996
SactQ Quality Group	Sacramento, CA	June 1996
Strategic Planning Institute Benchmarking Forum	Chicago, IL	June 1996
Bay Area OD Network Best in the West	San Ramon, CA	April 1996
Ketchikan Focusing Toward Effective Change Seminar	Ketchikan	Mar 1996

PRESENTATIONS, KEYNOTES, AND WORKSHOPS (continued)

OD Network	Seattle, WA	Nov 1995
GOAL/QPC	Boston, MA	Oct 1995
AQP Regional Seattle	Seattle, WA	Sept 1995
ASTD National	Dallas, TX	May 1995
Society of Competitive Intelligence Professionals	Phoenix, AZ	May 1995
ASQC Regional Conference	San Diego, CA	Mar 1995
International Benchmarking Clearinghouse.....	Tampa, FL	Feb 1995
Human Resources Conference (regional)	San Mateo, CA	Feb 1994
Systems Thinking, Systems Doing.....	San Mateo, CA	Feb 1993
OD Network	Toronto	Nov 1992

PROFESSIONAL POSITIONS AND AFFILIATIONS

Norval Morris Project, Department of Justice	Advisory Board 2007-2010
Enterprise of the Future project, George Washington University	Advisory Board since 2005
Ethical Markets Television Network	Editorial Board since 2003
European Commission	Advisor since 2003
Vision 2020 (Brussels)	Advisory Board 2003
Eurofocus International Consultants (Germany)	Senior Associate Since 2003
GAN-Net Global Action Networks-Network	Senior Associate 2003-2009
Performance Management Association Intellectual Capital Group	Advisory 2003
Inside Knowledge (journal) (UK)	Editorial Board 2003-2008
Konvergeandknow	Senior Associate and Advisor 2002-2005
World Business Academy	Elected Fellow in 1998
Member Friendly Favors	Since 2001
Knowledge Management Consortium International	Advisor 2000
Brookings Institution Task Force for Intangibles	Member 2000
Cutter Consortium, Business Intelligence Group	Sr. Associate since 2000
Knexus Project, Stanford University	Advisor 1999
Executive Committee, Special Interest Group, Learning Organization for national American Society for Training and Development (ASTD)	1993-1995
President Elect, Mt. Diablo Chapter ASTD	1993
Program Chair, Mt. Diablo Chapter ASTD	1992
Advisory Board, Association of Innovative Managers	1990-1993
Organizational Development Network	Member 1992-2002

Academic Positions and Affiliations

Advisory Board, Visiting Professor, CBA Business Academy, Croatia	2005-2008
Advisory Board, Collaborative Intelligence Lab, UC Berkeley	2003-2005
Advisory Board, Knowledge Management Institute, George Washington University	2002-2005
Adjunct Faculty, Waikato University, New Zealand	2002-2008
Adjunct Faculty, Alliant International University, Alameda, California	2001-2003
Visiting Professor, Greenwich University	2003-2006

ACADEMIC GUEST LECTURES

Australian University of Technology
Alliant University
Bentley College
BI Norwegian School of Management (Oslo)

California School of Professional Psychology
 California Institute of Integral Studies
 Civil Service College Public Service Centre for Organizational Excellence (Singapore)
 Federal University of Rio de Janeiro
 George Washington University
 Greenwich University (London)
 Hanken School of Business (Helsinki)
 Henley College Reading University, UK
 Institute of Economics of the Federal University of Rio de Janeiro (UFRJ)
 John F. Kennedy University
 L.C. Jaynes School of Business (India)
 Loyola College, Timonium, MD
 Nanyang Technological University, S. Rajaratnam School of International Studies (Singapore)
 Oxford University Executive Leadership Programme, UK
 Northeastern University, Boston, MA
 Purdue, West Lafayette, IN
 Royal Roads University (British Columbia)
 Universidade Católica de Brasília
 University of Melbourne (Australia)
 University of Minnesota, Carlson School of Business
 University of Southern California, Marshall School of Business
 University of San Francisco
 University of Virginia Network Round Table
 University of Waikato (New Zealand)
 Victoria University (New Zealand)

CUSTOMER LIST SINCE 1990

Private Industry

ACT	Genova Group
Alcatel-Lucent	Global Gateways
Alliance for Converging Technologies	GOAL/QPC
American Express (India)	HP (US and Barcelona)
American Productivity and Quality Center	Hydro Aluminum
Ark-Group (London and Sydney)	Identity Commons
AT&T	INS
Beeches Management Centre	Kathleen Robinson Associates
Bristol Myers-Squibb	Kimberly-Clark
Chase Manhattan Bank	Kennecott Energy
Cisco Systems	KLA-Tencor
Chevron Research and Technology Company	KM World
Chevron Services Company	Linkage Inc
Chubb & Son	Lukey Training (New Zealand)
Consortium for Service Innovation	Mason & Hanger
e-Office (Netherlands)	Mayo Clinic
Edna Pasher Associates (Israel)	Mervyn's Department Store
Eicher Consultancy Ltd. (India)	Motorola
Eli Lilly Corp	MWH, Inc
Ellen Williams Associates	Nihilent
Enza Fresh (New Zealand)	Oracle
EPPA (Brussels)	Pacific Bell
Gelinas & James	Pacific Gas & Electric
General Public Utilities	Paradigm Health Corporation

Peer 3	Seagate Technologies
PeopleSoft	Solectron
Petrobras (Brazil)	Southern California Gas Co.
Citibank	Steelcase
Potlatch Corporation	Strategic Action Associates
PricewaterhouseCoopers	Sun Micro Systems
Primus Software	Symantec
Procter & Gamble	Telenor (Norway)
Provicus	The Boeing Company (Commercial and Defense)
Rand Corporation (Netherlands)	The Mutual Group
Realchange Network	TRG (Training Resources Group)
Rochester Telephone	Unisys
Rockwell Avionics	Unocal
Rolls-Royce	WDHB Consulting Group
Samtel (India)	

Non-Profit and Government

AgResearch (New Zealand)	Healthcare Forum San Mateo County OD Group
British Columbia Academic Healthcare Council	ICTSD – International Centre for Trade and Sustainable Development (Geneva)
California Engineering Foundation	Institute of Public Health Ireland
CIGAR	IUCN - World Conservation Union (Geneva)
Dalai Lama Foundation	Ministry of Defense (UK)
Environment Canada (EC)	NASA
European Commission Framework Advisor since 2004	Natural Resources Canada
NESKEY 2003	Region Skane (Sweden)
ERAnets 2004	San Francisco Women Artists
ICT-RTD Networks 2007	Scottish Enterprise
FINEP (Brazil)	Southern California Association of Governments
Ford Foundation	The Center for the Education of the Infant Deaf
Foundation for Human and Economic Development	The Regional Institute of Southern California
Global Action Network (GAN-Net)	United States Forest Service
Global Reporting Initiative – South Africa	VINNOVA (Sweden)
Harbor Bay Isle Home Owner's Association	Womens Philanthropic Leadership Circle

Associations

American Society Training and Development	MetroSet
Asian Knowledge Management Assoc (Fellow)	Organizational Development Network
Association Internal Management Consultants	Performance Management Association
Australian Human Resources Institute	Intellectual Capital Group (Board)
Braintrust International	Society for Competitive Intelligence Professionals
Canadian Healthcare Leadership Network	Society for Human Resource Management
Health Forum	Society for Organizational Learning Australia
International Benchmarking Clearinghouse	Strategic Planning Institute
International Institute for Research	The Executive Committee (TEC)
ICD Events	World Business Academy (Fellow)
Management Roundtable	World Future Society

PERSONAL NOTES

Ms Allee resides in the San Francisco Bay Area surrounded by family, friends, and assorted pets and wildlife. She is deeply committed to helping people find ways of working that are good for people, good for the planet, and good for business.