



Theresa M. Szczurek, Ph.D., Boulder, CO, USA

Theresa M. Szczurek is a Tech & Cybersecurity Savvy C-level Executive, former State CIO, Certified Management Consultant CMC®, CEO, and Certified Corporate Director (NACD.DC) who is a business growth and innovation strategist. She boldly transforms private and public sector organizations, both for-profit and non-profit, to:

- reduce risks and improve efficiencies through oversight of IT and cybersecurity,
- grow revenues and stock price by building customer delight, and
- scale through innovation and digital transformation.

She served in the Governor's cabinet as State of Colorado Chief Information Officer and Executive Director of the Governor's Office of Information Technology overseeing all IT / cybersecurity and leading digital transformation for the \$33B state. She received the ORBIE® award in 2020 as Colorado Public Sector CIO of the Year. Theresa:

- Led the digital transformation of the state with the launch of the historic Colorado Digital ID™ in the myColorado® mobile app, the Digital Platform for virtual access. Won 2020 NASCIO Innovation Award.
- Ensured a Secure Colorado by enhancing and implementing a cybersecurity and risk management plan to identify, protect, detect, respond, and recover. This resulted in a 75% overall security improvement.
- Improved state's IT culture and governance with focus on Customer Delight increasing satisfaction and user experience, as measured with Net Promoter Score (NPS), by 13 points in six months.
- Started a technology incubator for emerging technologies which introduced 10 innovations with attractive ROI. Implemented nine disruptive virtual (cloud) call centers reducing costs by >25%.

Theresa consults / coaches / speaks as a Certified Management Consultant® through her firm [Technology and Management Solutions](#). She helps clients produce extraordinary results, establish vision, develop strategic plans, spur innovation, oversee IT / digital transformation / cyber security, govern through board directorship, drive market growth, develop talent, improve culture, and build customer satisfaction.

She is a 3x tech entrepreneur, CEO, and private Board Director who raised over \$60 million in funds and delivered good exits. Previously she worked as an Engineer for Bell Labs and Product Line Manager for AT&T, opening global markets.

She has served on many for-profit private, government, non-profit, and education boards including Radish Systems and Western Colorado University. A member of National Association of Corporate Directors® (NACD) and Private Directors Association® (PDA), she is a certified board director (NACD.DC). She is a graduate of Boardbound and Deloitte Board-Ready programs. She is a vetted member of New York Stock Exchange (NYSE) Diversity Initiative and Digital Directors Network. She is one of '50 Women to Watch for Boards' from 50/50 Women on Boards. She has broad governance and audit experience, including Board chair and Committee chair.

An awarded leader and speaker, she researched and authored the Amazon-bestseller, *Pursuit of Passionate Purpose* (Wiley), which provides her proven, step-by-step success formula. Business and Professional Women honored her with the Lifetime Achievement Award in 2020. A lifetime member / active leader, she was named Woman of Distinction by Girl Scouts of Colorado. A servant leader, she was Rotarian of the Year for her service.

Theresa has an MBA and Ph.D. from University of Colorado Boulder in Business Administration, MS in Operations Research from Stanford University, and BS in Mathematics from Western Illinois University.

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Experienced Tech & Cybersecurity-Savvy Corporate Director, CEO, State CIO, and Entrepreneur

BOARD COMPETENCIES / SKILL SETS

- IT, Cybersecurity, & Digital Transformation
- Nominations & Talent Development
- Government, Regulatory, & Politics
- Environment, Social, & Governance (ESG)
- Entrepreneur & CEO mindset
- Global Marketing & Operations
- Stakeholder Engagement
- Mergers & Acquisitions
- Strategy & Bridge Builder
- Financial & Audit Acumen
- Innovation
- Risk Management

VALUE PROPOSITION

- Global C-suite leader and board director in telecommunications, software, technology, education, energy, and government industries helping firms increase revenue and produce extraordinary results.
- Certified (NACD.DC) with board governance and audit experience, including Board and Committee chair.
- Overseer of Information Technology (IT) solutions, digital transformation, and cybersecurity reducing risks, as CIO of the technology ecosystem for the \$33B State of Colorado with over 1000+ staff members.
- Co-founder of three technology entrepreneurial firms with CEO / COO/ CMO roles growing business in healthcare, retail, technology, insurance, e-commerce, financial services, hospitality, and other segments, fundraising over \$60M through Series E rounds, and leading M&A resulting in good exits.
- Financial manager of a \$400M budget. Catalyst building more prosperous, meaningful organizations.
- Diffusion of innovation expert growing stock price and efficiencies from adoption of technology.
- Certified Management Consultant®, speaker, and published author of *Pursuit of Passionate Purpose*.

BOARD SERVICE WITH FOR PROFIT BUSINESSES AND COMMITTEE INVOLVEMENT

- RADISH SYSTEMS, LLC**, Boulder, CO 2009 - 2018, 9/2020 - present
 Mobile enterprise software micro-cap firm which helps businesses share visual information while talking or chatting.
Vice Chair and Member, Board of Directors; Managing Member/CEO; Co-founder, Chair of Strategy and M&A teams
- HYBRIDS PLUS, INC.**, Boulder, CO 2006 - 2007
 Inventor of state-of-the art battery systems that converted hybrid electric vehicles into plug-in hybrids.
Member, Board of Directors and Co-founder; Chair of Marketing team
- RADISH COMMUNICATIONS SYSTEMS, INC.**, Boulder, CO 1990 - 1994
 A venture capital funded micro-cap firm which invented the first Visual IVRs and visual live collaboration systems.
Member, Board of Directors and Co-founder; Chair of CEO Succession, Talent Development, M&A, & Innovation teams

BOARD SERVICE WITH GOVERNMENT AND EDUCATION ENTITIES AND COMMITTEE INVOLVEMENT

- WESTERN COLORADO UNIVERSITY**, Gunnison, CO 12/2020 - present
Member, Board of Trustees; Chair, Action Committee; Chair, Policy / Governance Committee
- STATE OF COLORADO**, Governor Polis Cabinet, Denver, CO 1/2019 - 9/2020
 The highest-level Executive Branch leaders supporting the Governor and directing the \$33B State of Colorado.
- STATEWIDE INTERNET PORTAL AUTHORITY** for State of Colorado, Denver, CO 2019-2020
Chair and Member, Board of Directors (previous Vice Chair), Chair of Nominating (managed CEO succession) and Member of Finance/Audit Committees
- STATE OF COLORADO**, INFORMATION MANAGEMENT COMMISSION, Denver, CO 1995-1997
Commissioner and Chair, Strategic Planning Committee

PROFESSIONAL EXPERIENCE

- STATE OF COLORADO**, Denver, CO (www.Colorado.gov/oit)
Chief Information Officer and Executive Director of Office of Information Technology 1/2019 - 9/2020
- Responsible for delivery and operation of information / telecommunications / cybersecurity technology for \$33B State supporting over 31,000 employees in 17 Executive agencies. Motivator of 1,000+ staff. Managed \$400M budget. Launched Colorado Digital Service and innovation incubator.
 - Increased customer delight as measured with Net Promoter Score (NPS) by 13 points in six months.
 - Led digital transformation with launch of award-winning Colorado Digital ID™ in myColorado® app.

TECHNOLOGY AND MANAGEMENT SOLUTIONS, LLC, Boulder, CO

1994 - 2009

President and CEO

9/2020 - present

www.TMSworld.com and www.PursuitofPassionatePurpose.com

- Certified Management Consultant® and speaker for large-cap F500 to micro-cap firms specializing in interim executive roles, strategic planning, marketing, and organization development (OD) to help clients oversee IT and cybersecurity, innovate, grow revenues, build customer delight, and produce results:
 - Helped disaster recovery IT software firm clarify its strategy, develop a marketing plan, and execute.
 - Through work with Government Sourcing Solutions, helped governments and schools meet their objectives through improved procurement and helped firms attract public sector business.
- Developer of proven “Pursuit of Passionate Purpose” strategic planning and leadership process which produces profit, productivity, employee retention, peak performance, meaningful work, and other rewards.
- Advisor: U.S. Digital Response, Blackstone Entrepreneurs Network, Founder Institute, Intl Women’s Forum

RADISH SYSTEMS, LLC, Boulder, CO (www.RadishSystems.com)

2009 - 2018

CEO, Co-Founder, and Vice Chair of Board of Directors

9/2020 - present

- Creator of mobile visual collaboration enterprise software so callers see, hear, and send visuals.

RADISH COMMUNICATIONS SYSTEMS, INC., Boulder, CO

Co-Founder, C-level Executive (COO / CMO / Chief Planning Officer), Board Director 1990 - 1994

- Key player in founding and transforming a start-up into a thriving firm that sold for over \$40 million.

AT&T INTERNATIONAL, Basking Ridge, NJ and AT&T BELL LABORATORIES, Denver, CO

Global Business Manager, Product Line Manager, and Member of Technical Staff

- Responsible for profit/loss and product lifecycle for Asia/Pacific, Europe, S. America, and Middle East.
- Programmer and Operations Researcher improving System 85 communications complex performance.

EDUCATION AND TRAINING

Ph.D. & MBA University of Colorado, Boulder, Business Administration (Focus: Marketing, OD, Info Systems).

M.S. Stanford University, College of Engineering, Operations Research.

B.S. Western Illinois University, Mathematics with Finance and Statistics minors (*High Honors*).

Member and Certified Director (NACD.DC); Graduate Boardbound program (2020-21), Vetted Member NYSE Diversity Initiative (2021+), Vetted Member Digital Directors Network, Graduate Deloitte BoardReady (2022)

Certified Management Consultant®, Institute of Management Consultants, ID License: 5588410

SELECTED RECENT AWARDS

- 50 Women to Watch for Boards, finalist, 50/50 Women on Boards (2023)
- Colorado CIO of the Year in Public Sector, ORBIE® (2020)
- Woman of Distinction (2019), Volunteer Service Awards (2016 & 2017), Girls Scouts of Colorado
- Lifetime Achievement (2019) and Vision Award (2000), Business and Professional Women of Colorado
- Outstanding Woman in Business, Small Business Category, *Denver Business Journal* (2011)

BOOKS

Pursuit of Passionate Purpose: Success Strategies for a Rewarding Personal and Business Life, NY: John Wiley & Sons, December, 2004. (Amazon #4 Business Bestseller, 800-CEO-READ #5 Bestseller, and more)

Champions of Technological Change: How Organizations Successfully Implement New Technology, NY: Garland Publishing, February 1994. Republished London: Routledge, Taylor & Francis Group, July 2018.

Financing Technology Businesses, with M. Bąk, P. Kulawczuk, and A. Szcześniak, Warsaw, Poland: Institute for Private Enterprise and Democracy, Polish Chamber of Commerce, March 2003.

BOARD SERVICE FOR NON PROFIT ENTITIES WITH COMMITTEE INVOLVEMENT

COLORADO TECHNOLOGY ASSOCIATION, Denver, CO

2019 - 2020

Member, Board of Directors and Member, Strategic Planning Committee

INTERNATIONAL WOMEN'S FORUM OF COLORADO, Denver, CO

2017 - 2019

Member, Board of Directors and Member, Philanthropy Committee

UNIVERSITY OF COLORADO BOULDER ALUMNI ASSOCIATION, Boulder, CO

2017 - 2020

Member, Advisory Board of Directors and Member, Business Development and Network Committees

COLORADO BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION (cwef.org) 1995 - 2000

Chair of Board of Trustees and Acting Executive Director; Trustee; Chair, Fundraising, Finance, and Marketing Committees

CTEK (formerly Boulder Technology Incubator and Colorado Technology Incubator) 1995 - 1999

Member, Board of Directors; and Member of Fundraising, Events, Marketing, Mentor, and CEO Succession Committees