



## Susan Flaming

**ESC Consultant Since:** 2017

**Education:**

PhD, Education, Cognitive Science of Decision Making, Capella University

MA, Communications Management, University of Southern California Annenberg School for Communication and Journalism

MAT, Harvard University Graduate School of Education

BA, English Literature and Southeast Asian History, Pomona College

**AREAS OF EXPERTISE:** Organizational and leadership development, succession planning, employee learning systems, program management, engineering risk management, strategic planning, communications, program evaluation, data analysis

**PRIVATE SECTOR EXPERIENCE:** For nearly three decades, Susan has focused on helping organizations and employees work more effectively. She has managed programs and teams in companies that provided financial information services, utility services, global construction and engineering products and services. Most recently, Susan worked as a Senior Manager at The Boeing Company, where she facilitated strategic planning, staffing, succession planning and organizational improvement projects and led teams that designed and delivered employee and leadership education programs globally to over 22,000 employees.

**EDUCATION EXPERIENCE:** Susan began her career in education, teaching high school in public and private schools. She then transitioned to conducting research on at-risk youth learning and evaluation of teacher training programs at the national, state and local levels.

**NONPROFIT VOLUNTEER EXPERIENCE:** Susan served as a board member for the LA County Bar Association Dispute Resolution Services where she supported expansion of their mediation training for middle-school youth. For the past 15 years she has worked on projects for foster youth as a mentor, foster parent and project manager with nonprofit agency partners of the All Saints Church Foster Care Project, including Five Acres, Optimist Home for Youth and Imagine LA. She also serves on the LA County Children's Commission Resource Committee with DCFS and Probation Department leaders on programs for Transition Aged Youth (TAY).

**EXAMPLES OF ESC CLIENTS:** Synergy Academies

**INTERESTS:** Wildflower photography, hiking, snorkeling, international travel, cuisine, films, music, textiles, California native plants (especially reluctant residents of her own garden)