

R. Lee Hammett – Biographical Sketch



EDUCATIONAL BACKGROUND

University of Colorado - B.S. Business/Psychology

University of Colorado - post graduate work - Business Administration

EXPERIENCE

Co-founded Community Dinner Table, Inc. (CDT) – a non-profit organization with the mission of reducing hunger in Bingham County, Idaho (<http://www.communitydinnertable.org>). More than 55,000 meals have been served in the 9-year history during my tenure as President; and the food Pantry, constructed in 59 days, that serves more than 25,000 lbs. of food monthly to about 1,100 families. CDT has contributed more than \$5 million back into the county economy since its conception.

Co-founder and partner, Professional Development Services, Inc.. Created organizational development plans for major corporations, including the alignment of departmental and senior executive expectations. Coached and assisted executives in personal development. After 39 years, I sold the business in 2007.

Held positions of Vice President and Senior Vice President of Sales and Marketing for a financial services organization. Responsibilities included market definition and development, client presentations, account management and sales management.

Vice President and Sales Manager for a major financial institution. Directed and implemented sales programs, product development, coaching and compensation activities, and training and development of sales personnel.

COMMUNITY SERVICE EFFORT

Retired in 2005 and settled on a small ranch in Blackfoot, Idaho. Began my goal of participating in community service activities in 2008 by creating and leading a major non-profit company focusing on feeding the hungry. Numerous outreaches have been established, including a modified dinner program and a community pantry. As President of the organization for its initial 8 years, I lead the effort to engage the community in solving its own problems with hunger. CDT has been recognized by Gov. Butch and Lori Otter as one of the top 3 non-profit organizations in Idaho (The Brightest Star Award).

PROFESSIONAL DEVELOPMENT SERVICES

Co-founder and President of Professional Development Services (**PDS**), a company dedicated to *sales process development* (including the identification and implementation of the process), the development of competitive sales strategies, the development of account management processes, the creation of strategic learning systems for marketing and sales organizations, and pure organizational development consulting. **PDS** has developed a highly effective independent network of process and strategic consultants who work with corporate clients throughout North America, Asia and Europe.

CONSULTING & DEVELOPMENT EXPERTISE

As a professional consultant for nearly 20 years, projects have included the design, modification, developmental testing and implementation of strategic sales processes and the necessary learning

systems; sales management consultation, financial justification marketing, coaching and field follow-up. A particular expertise has been created in the area of helping client organizations develop accountability in adapting behavioral changes — installing and measuring sales protocols necessary to drive change. These are essential steps if the client organization is to meet the demands of a changing marketplace.

Others include the delivery of numerous presentations and group participation seminars to large sales organizations throughout the US, Europe and Canada.

Experience in differentiating product offerings in banking, insurance and high tech markets. Organizational consulting is also a strength. Client organizations include many of the Fortune 500, financial institutions, and companies in the service, manufacturing, distribution, and compensation and benefits consulting firms, telecommunications, computer/information processing, leisure and recreation markets.

PERSONAL DATA

As an avocation, I hire out as a professional cowboy to several local cattle ranchers during seasonal roundups. We gather, brand, sort and move major cattle herds in the local area. I played football at University of Colorado, Boulder.