

K. C. Soares, Ph.D.

Executive Director - Smith Soares Associates

International Management, Organization and Professional Development Consulting
Services
Brazil and USA

Member, Advisory Board – School of Conflict Analysis and Resolution, George Mason University

Fairfax, VA

Chair, Board of Directors – OAS Staff Federal Credit Union

Washington, D.C.

Advisory Member, Board of Trustees and Member, Board of Advisors – Center for Well-Being and Resilience

Centerville, VA

Founding President, IODA - International Organization Development Association

Washington, D.C.

Member, National and International Research Network in Political Administration

Bahia, Brazil

Member, Advisory Council. Foundation for Research, Education and Development

Mysore, India

Ph. D., Cornell University, New York

Organization Theory and Behavior; Development Sociology

Summary

Management, organization development, human capital development and capacity building; strategic planning; innovation in organizations; strategic alliance and partnership creation; development and implementation of creative approaches to effective social change; executive and management development; executive coaching; work in multicultural and multilingual environments in over 40 countries.

Special Projects

Brazil. U.N. Global Compact, Social Enterprise and Impact Technology. Designed and implemented the "Brazil Collaboration Laboratory: New Models of Partnerships for Water and Sanitation" for private and SME sectors. Program included presentations of international and national best practices in these areas, and a business café. A survey was designed and conducted, prior to the event, with professionals and others active in the two fields; analysis of results was utilized in the business café. São Paulo, Brazil. November 2014.

Brazil. Design and implementation of international programs and strategic alliances between the School of Management, UFBA (EAUFBA) and others, including a strategic alliance with the School for Conflict Analysis and Resolution, George Mason University (S-CAR,GMU), USA. 2012 to present.

- Responsible for accelerating the internationalization of the School of Administration, Federal University of Bahia. Includes, relationship building with other universities (state and federal, private) in Brazil and with universities and research centers in other countries; also, includes the negotiation of and preparation of projects and projects in collaboration with partners and public and private and NGO sectors, communities and grassroots organizations
- Negotiated a Memorandum of Understanding between the Federal University of Bahia and George Mason University and signed by both parties by July 9, 2015.
- Designed, prepared and conducted workshop on conflict analysis and resolution with leadership of quilombo communities and representatives of the landless movement in the Reconcavo of Bahia; in conjunction with School for Analysis and Conflict Resolution/GMU
- Designed, helped prepare and conduct workshop on conflict analysis and resolution for entities within the Federal University of Bahia, state and local and private sectors, and NGOs; in conjunction with School for Analysis and Conflict Resolution/GMU
- Design, preparation, and implementation of the International Conference for Conflict Analysis and Resolution with emphasis on Social Justice. Program consisted of eight thematic areas, 16 workshops, including – Political Administration, Development, and Social Transformation; Cooperation and Conflict in Organizations; Socioterritorial Development and Power; Diversity and Interculturality; Solidarity Economics; and, Social Justice and Human Rights. November 2014.
- GMU Master's students field work together with the Solidarity Economics Program at EAUFBA. Design and preparation of workshop to transfer knowledge and practices in

conflict resolution, with specific focus on mediation and peer mediation practices for a) the Solidarity Economics project staff and b) community members of Matarandiba – a fisherman’s village. March 2014.
- Similar program with fourteen quilombo communities in the Vale do Iguape – pending.

Brazil. Design and implementation of international workplace experience for MBA students - School of Management, UFBA (EAUFBA) and Darden School of Business, UVA. The international student consultants worked in companies in the State of Bahia, including – Petrobras–Biodiesel; SECOPA, world cup organizer; Correio, newspaper part of media enterprise; SEBRAE, working with micro and SMEs; the State Federation of Industries/Euvaldo Lodi Institute; and RedePetro – petroleum industry association. 2013 and 2014.

FAPESB-Foundation for the Support of Research of the State of Bahia, Brazil. Grant awardee working in the area of innovation and globalization with the School of Management, Federal University of Bahia. Developing national and global strategic alliances

One Planet Investments and Smith Soares Associates – designed, developed and conducted pilot research about the situation of human capital and organization development in the impact investment industry

ACCION International – organization diagnosis and recommendations for improvements; organization development; team development; organizational effectiveness and systems improvement; creation of Center for Training and Development

ACCION Global Investments – Department development, human capital training, workshops, governance training

University of Virginia, Leadership Development Center – Senior Consultant, especially for organization development; worked principally with Office of Vice Provost – research and development of: Chair Leadership Program, On-Boarding of New Faculty Program, Chairs of Search Committees; workshops, for example - effective communications, effective meetings, managing up; Strategic Planning sessions – Departments of Ophthalmology and Plastic Surgery; program development recommendations and focus groups for Office of Equal Opportunity Programs

Fulbright Principal and Teacher Exchange Programs for Bureau of Educational and Cultural Affairs, Department of State – planned, designed, and conducted 3-day leadership workshop for Fulbright Alumni, Amman, Jordan; planned, designed, negotiated, and implemented in the U.S.A.:

Brazil -- Principal exchanges, ESOL and Mathematics and Science teachers’ exchanges; leadership workshops

Argentina and Mexico – leadership workshops

Oman – Principal exchange and, designed and conducted leadership workshops for Brazilian and Jordanian Principals

Arango Software International, Panama – organization development, human capital development – especially preparation of young staff for future leadership positions, 5-year strategic planning session, opening new international markets and new niches

Senior Executive Team/Hispanic market, Procter and Gamble - designed and conducted workshop for improving organization climate and working relationships

Technical Efficiency and Organization Group, N.V. Philips' Gloeilampenfabrieken - researched, analyzed, and presented alternate options for use of appropriate technology production systems for industry as catalyst for economic development and organization change in developing countries

Experience

Smith Soares Associates

Executive Director; Consulting, advising, and other services in organization transformation and development; creating and managing partnerships and strategic alliances; designing and implementing human capital strategies, policies and programs; executive and leadership development; human capital development – microcredit, SMEs, Associations, Federations, Chambers of Commerce

- One Planet Investments – helped design and develop the qualitative evaluation of the “Global Microscope on the Microfinance Business Environment;” helped design workshop presenting research results
- Executive Coaching – with executives of international organizations
- Panel member and participant in the IV and V Political Administration Encounter for the Development of Brazil, 2013 and 2014; in Vitoria da Conquista, Bahia and Arapiraca, Alagoas, Brazil.
- Pan American Development Foundation – evaluation of Disaster Management Alliance between private and public sectors, involvement of civil society in planning and preparedness for disasters, relationship building, and micro finance opportunities – Colombia, Costa Rica, Honduras
- Board of Directors, Engineering for the Americas – strategic plan
- Board of Directors, Inter-American Metrology System – strategic plan
- Boards of Directors of four local Credit Unions and the National Cooperative League - designed and conducted strategic planning sessions; Saint Lucia.
- San Sebastian Chamber of Commerce, Spain - presentation and workshop on strategies of international trade and leadership
- Barranquilla Chamber of Commerce, Colombia, project proposal and grant writing workshop for members
- CERTI Foundation and Sapiens Parque, Brazil - organization development and policy consultancy on business incubators as related to science parks; creation of cooperatives; other organizational, management, and operations issues within a projected science park in Florianopolis, SC
- Confederation of Commercial Associations, U.S. – Bahia Chamber of Commerce, Businessmen Professional Association of Aratu Industries Center, Brazil, organization development consultancy and new membership programs development

- ANPROTEC-Brazilian Association of Business Incubators and Technology Parks – consultancy and support for executive directors in international relationship building; strengthening Board of Directors; and, advice on institutional agenda for linkages with international funding agencies – Washington, D.C. and New York
- UNDP/Angola – evaluation of special project for reintegration of ex-combatants into civil society
- SEBRAE-Brazilian Service Supporting Micro and Small Businesses – organization development and policy consultancy with special consideration to national financial regulatory agency for credit unions and micro-credit institutions
- Social Action Fund/Angola – designed and conducted national participatory social evaluation of the Fund programs; also, provided consultancy for institutional capacity building and human capital development
- Ministry of Finance/Guyana – reviewed, analyzed, designed, and presented new organization structure of Ministry
- Honduras “Social Investment Fund” - designed and developed of organization systems and procedures for decentralizing the Fund throughout the country
- USSR Academy of Science, Institute of Systems Studies – consultancy in management and organization development; presentations focusing on small- and medium-sized enterprise development, privatization; workshops focusing on management and organization development, entrepreneurship and self-management in Moscow, Leningrad, and Tallin
- Polish Academy of Science – invited international discussant for meeting on “how organization development can help the transition from a centralized to a market economy”
- Institute of Basque Women, Spain – invited international panelist on “positive action for women” and gave radio interview

Organization of American States

Leading, managing, and delivery of services in Inter-American organization with 35 member States with an international staff of over 1,200 persons

- Coordinator, Center for Training and Development
 - Managed, designed and implemented programs and projects related to, for example, human capital development, leadership and management development, working effectively in multicultural environments
 - Designed and conducted in Brazil the formulation of “Five Year Brazilian Strategic Plan for Drug Prevention” for CICAD – Inter-American Commission of Drug Abuse Control
 - Designed and conducted inter-American seminar on “Moving Image and its Socio-Cultural Impacts” for Americas Film Festival Foundation, in Argentina
 - Designed and conducted international seminar on “Techniques of Mobilization and Public Awareness Related to Drug Trafficking and Abuse” in the Dominican Republic
 - Designed and conducted workshops on project proposal and project formulation – St. Kitts and Nevis, Dominica; Ecuador; Costa Rica
 - Designed and conducted workshop, for Caribbean women leaders, on management and organization development in Jamaica

- Internal consultant for various Departments and Units in, for example – team work, cross-functional work environments, women in the labor force, Fellowships strategic plan and organization of the Alumni program

Teaching

- **Federal University of Bahia**, Brazil, School of Management, Visiting Researcher, School of Management, Federal University of Bahia, Brazil – Present -
 - Coordinator, PROCINT International Cooperation and Strategic Alliance Program, EAUFBFA
 - Visiting Researcher, Applied Studies in Political Administration Program-PROAP/UFBA
 - Consultant and Visiting Researcher, Core Conjecture Studies in Political Administration – NEC/UFBA
 - Member, Coordinating Team – “Political Administration Encounter for the Development of Brazil” and the “National João Ubaldo Ribeiro Award in Political Administration”
 - Member, Ph.D. committee
- **George Mason University, S-CAR--School for Conflict Analysis and Resolution**, Arlington campus, Adjunct Professor and Research Fellow
 - Teaching and advising graduate students in their applied practice and theory program
 - Advising and guidance for independent study
 - Member, Board of Advisors, S-CAR
- **Virginia Polytechnic Institute and State College (“Virginia Tech”)**, Northern Virginia campus, Adjunct Professor in MBA program
 - “International Management Issues and Policy Making” – Master’s and Doctoral
 - “Individual and Organizational Effectiveness” – Master’s and Doctoral
 - “Dynamics of Organizational Behavior” – Masters
 - Member of several Ph.D. candidate committee
- **Howard University**, School of Business and Public Administration, Department of Management, Assistant Professor
 - “Research Methodologies”, “Organization Development” and coordinated research projects of masters candidates
 - “Management Development”, “Organization Behavior”, “Principles of Management” – bachelors
 - Coordinator/organizer – “Fifth National Conference on Self-Management”
- **Federal University of Bahia**, Brazil, School of Management, Assistant Professor
 - “Principles of Administration”, “Communications”, “Organization Development”, “Organization and Methods” – bachelors
 - Designed and helped implement curriculum for “Executive Secretary” Bachelor’s degree

Education

- Ph.D. Cornell University. School of Business and Public Administration. Organization Theory and Behavior, and Development Sociology; 1979
- M.A. Cornell University. School of Business and Public Administration; 1978
- Scholar-in-Residence. Vanderbilt University. Graduate School of Management; emphasis on Organization Behavior and Strategic Management; 1973-75
- M.S. University of Southern California. School of Education, honors; 1965
- B.S. University of Southern California. School of Business; 1964

Affiliations

- Member, Board of Advisors, SCAR-School for Conflict Analysis and Resolution, George Mason University
- Member, Board of Directors, OAS Staff Federal Credit Union
- Advisory Member, Board of Trustees and Member, Board of Advisors, Center for Well-Being and Resilience
- Founding President, IODA-International Organization Development Association
- Member, National and International Research Network in Political Administration
- Peer Reviewer, "Brazilian Journal of Political Administration-REBAP"
- Member, Advisory Council, Foundation for Research, Education, and Development
- Member, Board of Trustees, Angola University

Languages

- Fluent in Portuguese, Spanish, English

Some Publications

"Play as a Mediator of Innovation Activities in Small and Medium Size Enterprises" by Ana Pires, Francisco Teixeira, K.C. Soares. Salvador, Bahia, Brazil. 2015.

"Innovations in Higher Education – An Experience in International Collaboration", with Jon Megibow, Darden School of Business, UVA. Revista Brasileira de Administração Política, Vol. 12, no. 1, April 2014.

"Current Situation of Human Capital and Organization Development in the Impact Investment Industry: Preliminary Insights," white paper; Washington, D.C.

"Societies in Transformation"; Moscow, USSR, in Sociological Sciences Journal.

"Brief aan Nederlandse Collega's van K. C. Soares"; in Nieuwsbrie, Dutch Management Professionals Newsletter.

"Improving the Quality of Life in Caribbean Villages: Participatory Approaches in Development" in Organization Development Journal

"Development of the Informal Sector through Participation" by invitation for National Meeting on Productivity, Participation and Ownership, sponsored by the U.S. Department of Labor and Agency for International Development.

"Organization Development in the Brazilian Context," ASPA-American Society for Public Administration meeting

"Involving People in Development - The Constituency Group Approach," by special invitation at Inter-University Center, Dubrovnik, Yugoslavia.

Vamos Planejar. State planning in education sector, in programmed instruction format. Bahia, Brazil.