

Alex Hunt

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SENIOR BUSINESS EXECUTIVE

Commitment to driving positive change through the development and implementation of diversity, equity, and inclusion (DEI) strategies.

Strategic, transformative business executive with the experience and discipline to drive DEI as a business strategy, build team culture, fuel D&I training and learning, and influence lasting change. Passion for thoughtful DEI and culture work—delivering high-impact programs that inspire and empower people to do their best work every day. Distinctive strengths aligning people through change as an agile leader, influential talent champion, cultural steward, and executive team advisor to position the company for sustained success.

- **Culture Building:** Legacy of creating a culture that celebrates the development and implementation of ideas generated by diverse teams through servant leadership, integrity, and respect for others.
- **Leadership:** Proven ability to develop, empower, and inspire global teams by communicating vision for a compelling future, implementing market-focused solutions, and articulating a clear path from strategy to execution.
- **Executive Partnering:** Talent for building robust networks, advising senior executives on compelling D&I strategies, and steering the execution of growth-oriented initiatives focused on organizational and culture change.

Identified by San Francisco Business Times as one of the Bay Area's Most Influential Men in Business, 2020. Recognized by Bisnow as a Bay Area Power Executive—among the top 50 influential players in the industry.

CORE COMPETENCIES INCLUDE

Strategic Planning & Execution • Diversity, Equity & Inclusion (DEI) Strategy • Talent & Business Development • M&A • Organizational & Cultural Change • Communication • Relationship Building • Influence and Buy-in • Introspection • Analysis & Benchmarking • Change Management • Culture Work • Team Leadership & Motivation • Recruitment & Training

PROFESSIONAL EXPERIENCE

CBRE | *Fortune 200 company and the world's second-largest sustainable commercial real estate firm.*

Regional Director

2016 – 2020

Served as thought leader in the organization on all aspects of workplace diversity, equity, and inclusion (DEI)—bringing innovative, leading-edge ideas and best practices in DEI strategy. Selected as a speaker and contributor to industry articles on D&I and broader business topics. Worked with HR business partners, people data analysts, and senior leaders to develop and apply reports, metrics, macro-trends, research, analysis, and benchmarks—while upholding DEI data integrity. Developed policies and procedures that fostered a more inclusive environment. Established alignment and influence across the organization on diversity strategies and practices.

- **Delivered significant 10% YOY top/bottom-line growth for US West business—achieving +30% gross margins—**through holistic, future-focused talent and business development strategies and execution. Achieved #1 ranking for the Bay Area Construction Program Management business unit.
- **Created and implemented organizational and cultural change grounded in principles of inclusion and equity—**translating DEI strategy into progressive practices and programs that fuel the best expertise—from increasing representation to ensuring an inclusive culture that reflects values of empathy, integrity, and innovation.
- **Improved business viability and competitive advantage** as measured by workplace equality, employer brand, employee satisfaction, and high-impact performance by implementing sector diversification strategies.
- **Identified and facilitated M&A activities—**including identification, negotiation, and integration—with strategic consideration for D&I demographics during due diligence to ensure profitable opportunity and revenue growth.
- **Improved diversity representation—increasing female and diverse populations to 44% and 30% respectively—**by recruiting and retaining top talent aligned with DEI strategy.
- **Partnered with leaders across HR and the organization to drive accountability and transparency** around targeted improvements in diversity representation and promote D&I as top priorities in talent management strategy.

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- **Served as Executive Sponsor** for the Forum for Change Committee, Mentoring Program for Black students, and a Latina enrolled in a Leaders Leading Leaders Program.

Business Consultant to various companies

2014 – 2016

Partnered with business founders and executive team members to establish strategic business goals, execution plans and roadmaps, and branding initiatives for a startup technology company / professional services firm.

- **Inspired a healthy D&I workplace environment** of equity and empowerment by implementing cultural transformation programs covering development of core values—including measurement approach to enable achievement of vision, mission, and strategic objectives.
- **Promoted business growth and an excellent client experience** by developing and executing integrated sales and marketing initiatives, working across multiple diverse teams.
- **Developed and implemented launch schedule** for new businesses in major cities worldwide.

ALLAN | *Fortune 200 American multinational architecture and engineering firm.*

Advanced up senior management ranks with accountability for global business growth strategy, business development, talent management, and P&L performance—aligning field operations internationally with corporate strategic business objectives—stabilizing operations, strengthening teams, fueling innovation, driving revenue growth, and bolstering margins.

Senior Vice President

2009 – 2014

Promoted to spearhead business development, market / geography growth, and employee engagement efforts for \$1.6bn global design business. Led cross-geography annual business planning and budgeting process, including visioning, business trends / drivers, investment hires, new markets, and merging geographies. Advised 20+ public and private sector clients across healthcare, commercial, and infrastructure industries.

- **Exceeded profit goal by 10% on \$150M integrated design consultancy**, leading 1K+ employees in 13 locations across 6 US states and Mexico.
- **Served as executive sponsor of key program that led to the promotion of company** in major cities in Europe, Middle East, Africa, Australia, New Zealand, and Asia.
- **As an integral contributor of M&A activities** for a regional planning firm and 5 international design and planning firms—implementing brand transition and employee integration plans, including diversity and inclusion to build workforce strength and synergy.

Vice President (AECOM)

2008 – 2009

Promoted with full P&L accountability for \$72M design and planning services business with 500 employees in 10 locations across the western US. Served as culture champion promoting diversity, equity, and inclusion as integral to strategy.

- **Exceeded 10% profitability expectations** as business acceleration strategist and expert in analyzing the health of an organization, predicting opportunities, and strengthening performance with a DEI lens.
- **Selected as Key Speaker at the annual Leadership Development Forums and Design Bootcamps in Asia** and provided mentoring to future leadership for the Asia business.

Managing Principal (AECOM)

1998 – 2008

Spearheaded the successful financial and cultural transformation of a 140-person office with thoughtful execution of progress-oriented initiatives and focus on improving diversity and inclusion practices in key areas of business.

- **Expanded the business during an economic downturn—from \$9M to \$20M** in net revenue in 2 years.
- **Achieved record low employee turnover and increased sole-source contracts** by cultivating strong employee and client relationships.

EDUCATION

BA, Business Administration, Environmental Studies UNIVERSITY OF CALIFORNIA, DAVIS

Study Abroad Program, International Business, Richmond College, London, England
Professional Certificate in Urban Development & Planning, University California, Davis