




City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Steve Lerer		
Board/Commission Name: Board of Parks and Recreation Commissioners		Position Title: At-Large Position 3
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Term of Position: * 4/1/2024 to 3/31/2027 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
Residential Neighborhood: Ravenna	Zip Code: 98115	Contact Phone No.: [REDACTED]
<p>Background: Steven Lerer is a tireless advocate on behalf of his community, his young family, and parks and recreation opportunities. An avid cyclist, Lerer served on the Merced (CA) Bicycle Advisory Commission, and helped update the bicycle municipal code with an eye towards greater equity for low-income residents. Since moving to Seattle five years ago, Lerer has sought out community engagement through the local Parent Teacher Association and leadership on his children’s afterschool program. If appointed to the Board of Parks and Recreation Commissioners, Lerer aims to support the work of providing quality parks and recreation experiences to all Seattle residents.</p> <p>Lerer holds a Ph.D. in Education and Human Resource Studies. Prior to his move to Seattle, he worked primarily in university student life and housing; he now heads the national leadership development program and curriculum for Kaiser Permanente, and manages a portfolio of private consulting clients from the healthcare, higher education, and non-profit sectors.</p>		
Authorizing Signature (original signature):  Date Signed (appointed): 4/16/2024		Appointing Signatory: Bruce A. Harrell Mayor of Seattle

*Term begin and end date is fixed and tied to the position and not the appointment date.

Dr. Steve Lerer

Learning and Leadership Development Expert

High-performing, versatile, innovative, self-directed professional with leadership acumen and a diverse range of seasoned learning, change, and organizational management experience in the healthcare industry and at institutions of higher education seeks to bring strong skills and performance to a respected organization. Excels in establishing training programs, best practices, management strategies, operational metrics, and KPIs that drive efficiencies for the business.

AREAS OF EXPERTISE

- Leadership Development
- Training Programs
- Performance Management
- Strengths-Based Programs
- Program Management
- Organizational Development
- Leadership Coaching
- Change Management
- Instructional Design

PROFESSIONAL EXPERIENCE

KAISER PERMANENTE, Seattle, WA

3/2022 to Present

Lead HR Strategy Design Consultant, National Leadership Development

Leads a portfolio of work within the Kaiser Permanente Leadership University, the leadership development curriculum serving the 250K person enterprise. Manages the new manager onboarding program and leads the design of a first-year experience for all new managers. Coordinates the end-to-end implementation of the 5-month-long front-line leader program including leading a team of designers and facilitators from across the enterprise. Leads the design and implementation team for a new high potential sponsorship program. Serves as a 360 coach for the high potential Senior Leadership Program.

KAISER PERMANENTE, Seattle, WA

12/2018 to 3/2022

Senior HR Strategy Design Consultant, Washington Region

Led learning and leadership development for the Washington region. Developed and implemented a learning and development strategy to grow current people leaders and create educational pathways for emerging leaders. Managed all Kaiser Permanente Leadership University programs regionally and served as a national facilitator. Designed and facilitated team retreats to increase organizational effectiveness and communication. Served as a coach for leaders from entry-level managers through C-suite executives and administered 360 evaluations across the enterprise.

- Rapidly pivoted leadership programs into virtual platforms to support the development of newly remote leaders.
- Designed and implemented an award-winning 12-month onboarding and training strategy for new managers.
- Facilitated 1000+ hours of training and coaching and over 100 team retreats across the Kaiser Permanente enterprise.
- Implemented a strengths-based leadership strategy using the CliftonStrengths and Leadership Circle 360 assessments.

STEVE LERER COACHING, Seattle, WA

1/2018 to Present

Founder & Consultant

Leads coaching and consulting business developing strategies and tools to improve staff engagement, talent development, and well-being for large companies and non-profit organizations. Scope of engagements include large-scale company-wide programs as well as development programs for individual executives and administrators.

- Facilitated half and full-day workshops supplemented with one-on-one talent development coaching.
- Provided strengths-based training and coaching for clients in one-on-one, team, and management sessions.
- Includes clients from the healthcare, higher education, and non-profit sectors.

UNIVERSITY OF CALIFORNIA MERCED, Merced, CA

6/2017 to 10/2018

Associate Director, Office of Leadership, Service & Career

Partnered to form a new focused unit that integrated three major centers on campus. Responsible for strategic planning, community partnerships, directing the Leadership Center, and supervision of 12 employees and 50 elected leaders.

- Designed 30 hours of leadership curriculum and created 4, semester-long experiences approved for academic credit.
- Served as talent coach for the university, performing 100+ hrs of staff and manager talent development coaching.
- Responsible for tracking and managing department and program budgets of over \$1M.

Steve Lerer

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UNIVERSITY OF CALIFORNIA MERCED, Merced, CA
Associate Director, Office of Student Life

10/2016 to 6/2017

Designed future strategy of the Office for Student Life and Student Government at UC Merced as a part of its \$1.3B campus-wide expansion project with oversight of operations, facilities, a Leadership Center, 12 employees, and 50 elected leaders.

- Developed and facilitated strengths-based management training that elevated staff productivity and efficiency.
- Designed and generated the three-year strategic plan for the restructuring and efficiency of the Office of Student Life.
- Led the strategic planning and implementation of an expanded Student Government facility.

UNIVERSITY OF CALIFORNIA MERCED, Merced, CA
Assistant Director, Office of Student Life

7/2012 to 10/2016

Provided leadership and direction to the Office of Student Life and the Student Government at UC Merced with supervision of 11 employees, 50 elected leaders, development of leadership programs, management of new Leadership Development Center, coordination of division-wide programs, department reporting, donor stewardship, and oversight of \$1.3M budget.

- Built a Leadership Center from inception with curriculum design, programming, funding, staffing, and key partnerships.
- Developed funding strategy for the center that exceeded annual targets by 150% through donations and sponsorships.
- Spearheaded efforts that designed over 50 new leadership workshops which increased participation by 300% in 3 years.
- Program Manager for the Student Government in advising, team development, budget management, and strategy.

UNIVERSITY OF CALIFORNIA RIVERSIDE, Riverside, CA
Resident Director, Housing and Residence Life

7/2008 to 7/2012

Charged with deliverables managing 1K student first-year residence hall with 30 Resident Advisors/ 1 Head Resident and development of student programming, advising the Residence Hall Association, conduct adjudication and crisis management while serving as Building Supervisor for emergencies and training 185+ staff.

- Led initiatives to improve staff level training programs that increased satisfaction ratings by 30% over a 2 year period.
- Developed an innovative approach to sanctions for conduct cases that reduced recidivism by 80% in one year.
- Developed a talent management program that successfully retained 100% of non-graduating staff over a 4 year period.

EDUCATION

Doctor of Philosophy | Education & Human Resource Studies | Colorado State University | Ft. Collins, CO

Master of Arts | College Student Personnel | Bowling Green State University | Bowling Green, OH

Bachelor of Arts | Psychology & Criminal Justice | Rutgers University | New Brunswick, NJ

LICENSES & CERTIFICATIONS

Leadership Circle 360 Profile Practitioner Certification | The Leadership Circle

CliftonStrengths-Based Coaching Certification | Gallup Organization

CliftonStrengths Facilitation Training | Gallup Organization

Advanced Coaching Training | Gallup Organization

Coaching Builder Profile 10 Training | Gallup Organization

HONORS AND AWARDS

Best Use of Blended or Integrated Trainings | National Kaiser Permanente Learning Awards (2021)

20 Under 40 Award | Merced County Chamber of Commerce (2018)

Outstanding Leadership Spotlight Program of the Year | NASPA (2016)

Staff Excellence Award for Leadership | UC Merced (2015)

BOARD OF PARKS AND RECREATION COMMISSIONERS

15 Members: Pursuant to *Ordinance 126325*, all members subject to City Council confirmation, 3-year terms:

- 7 City Council-appointed
- 8 Mayor-appointed
- # Other Appointing Authority-appointed (specify):

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	M	1	1.	At-Large	Ryan Baum	4/1/24	3/31/27	1	Mayor
6	M	6	2.	At-Large	Joshua Seyfried	2/21/23	3/31/25	1	Mayor
6	M	4	3.	At-Large	Steve Lerer	4/1/24	3/31/27	1	Mayor
3	M	3	4.	At-Large	Pasqual Contreras	2/21/23	3/31/26	1	Mayor
6	F	3	5.	Get Engaged	Lauren Lanham	9/1/23	8/31/24	1	Mayor
2	F	4	6.	Commission Seat	Tricia Diamond	4/1/24	3/31/27	1	Mayor
1	M	7	7.	Commission Seat	Phillip Meng	9/26/23	8/31/26	1	Mayor
1	F	4	8.	Commission Seat	Whitney Nakamura	4/1/24	3/31/27	1	Mayor
7	M	1	9.	City Council Dist. 1	Justin P. Umagat	4/1/24	3/31/27	2	City Council
			10.	City Council Dist. 2	Vacant				City Council
6	M	3	11.	City Council Dist. 3	John A. Flinn	4/1/24	3/31/27	1	City Council
			12.	City Council Dist. 4	Vacant	4/1/24	3/31/27		City Council
			13.	City Council Dist. 5	Vacant				City Council
6	F	6	14.	City Council Dist. 6	Amy Brockhaus	4/1/22	3/31/25	1	City Council
2	M	7	15.	City Council Dist. 7	Stafford Mays	4/1/22	3/31/25	1	City Council

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	5	3	0	0	2	1	1	0	0	4	0	0	0
Council	3	2	0	0	0	1	0	0	0	3	1	0	0
Other													
Total	8	5	0	0	2	2	1	0	0	7	1	0	0

Key:

- *D List the corresponding *Diversity Chart* number (1 through 9)
 - **G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown
 - RD Residential Council District number 1 through 7 or N/A
- Diversity information is self-identified and is voluntary.*