



## WORK EXPERIENCE

**2003 – Present: Managing Director and Founder, Hozho International \*** - This firm works with a wide variety of corporate and government clients to develop innovative strategies and business models that align improved financial and competitive performance with environmental sustainability and social responsibility. (\* Hozho is a Navajo word that includes our concepts of balance, harmony and well-being. It expresses the business philosophy that sustainable corporate success comes through balancing economic performance with ecological and social responsibility rather than at their expense.)

**2006 – Present: Project Director, Sustainable Communities Research Project, Center for Sustainable Environments, Northern Arizona University**– Research project underway to identify the critical success factors for sustainable communities.

**1996 – 2003: Partner, Deloitte Consulting** – Responsibilities included leading new product development and eminence building initiatives for the Communications Industry practice; new client development and lead client service partner roles with a number of major corporate clients; leadership on a wide variety of strategy consulting projects in the communications, high-tech manufacturing and energy industries, including scenario planning, long term strategy and strategic positioning, new product development, new market entry, business model innovation, real options portfolio management, and system dynamics modeling.

**1990 – 2004: Professor, Graduate School of Business, USC** – As a professor in the Graduate School's Center for Telecommunication Management, Ron lectured on a range of topics including competitive strategy, industry restructuring, new market entry strategies, regulation and infrastructure policy and strategy. During this time Ron wrote over 50 articles and research papers plus four books or book chapters, and presented over 60 papers at conferences and corporate workshops.

**1989 – 1996: Director and Co-Founder, Mesa Consulting and Mesa Research** – Focused on strategy and public policy consulting in the Communications, Energy, and High-Tech Manufacturing industries, Ron helped build this firm from its inception to its sale to Deloitte Consulting. Ron's responsibilities included client management, project delivery, and new service development.

**1987 – 1989: President & Chairman, Almansor Education Center** – Ron provided business management and coordination of board activities for this school for children with learning disabilities. Clients included 19 school districts in LA County, and programs served students from pre-school through high school, complemented by adult work programs. During Ron's tenure, program revenue showed a 10 fold increase.

**1976 – 1987: General Manager, Gold Key Realty and Mandarin Realty Groups** – These companies provided residential, commercial and business real estate services, complemented by escrow services, trust deed management, education and franchise programs.

**1969 – 1987: Assistant Vice President, Crocker Bank and Union Bank** – Trained as a branch manager, Ron had responsibility for general business lending and credit management at Union Bank, and the management of overall lending in the Austral-Asia area for Crocker Bank's international division.

**1965 – 1968: Lecturer, Chinese University of Hong Kong** – Ron served as a lecturer in English language and literature, developed an innovative speed reading program, and served as Executive Director of the Williams-in-Hong Kong Program, a summer school program for 350 primary and secondary school teachers of English in the Hong Kong school system, as well as social welfare workers.

## **EDUCATION**

MS, Environmental Science and Policy, Northern Arizona University Center for Environmental Science and Education, (in process)

Conservation Ecology, Northern Arizona Graduate School, Center for Sustainable Environments, 2005

MBA (honors), University of Southern California Graduate School of Business, 1989

Management of Financial Institutions, Stanford University Graduate School of Business, 1975

BA, Philosophy and Psychology (cum laude), Williams College, 1965

## **PROFESSIONAL AND CIVIC ACTIVITIES**

Ron has served on over 25 corporate or non-profit boards over the past 25 years, and numerous community organizations and groups including:

Chairman, Laughlin Ranch Sustainable Development Council, Bullhead City, AZ 2004 – Present

Coconino County Steering Committee on Sustainable Economic Development, Flagstaff, AZ 2005 – Present

Board of Directors, Grand Circle Field School, Albuquerque, NM, 2005 – Present

Strategic Advisory Board, Tamarack Energy, Hartford, CT, 2005 – Present

Advisory Board, Republic Bank (in formation), Phoenix, AZ, 2005 – Present

Board of Directors, Haley & Aldrich Environmental Engineers, Boston, MA, 2004 – Present

Board of Trustees, Museum of Northern Arizona, Flagstaff, AZ, 2002 – 2003

Member of Advisory Board, Center for National Policy, Washington, D.C., 1992 - 1995

Chairman, Almansor Education Center Board, South Pasadena, California, 1980-1990.

California PUC Task Force on Telecommunications Network Infrastructure, 1994

Paratransit Subcommittee, Los Angeles County Transportation Commission, 1987-1989

Technical Advisory Committee, Southern California Association of Governments, 1988

Hozho International  
6800 Virgil Way  
Flagstaff, AZ 86001

928-779-9688  
(fax) 928-226-7000  
[rhubert@hozhointernational.com](mailto:rhubert@hozhointernational.com)

**HONORS AND AWARDS**

Honorary Fellow, British Telecom Engineering Staff College, 1991

Phi Kappa Phi Honors Society, University of Southern Calif, 1989

Phi Beta Gamma Honors Society, University of Southern Calif, 1989

Listed in Who's Who in California, 17th Edition, December 1987