

James J. Bondi

Texas A&M University-Central Texas
1001 Leadership Place, Killeen, TX 76549

Professional Profile

Over 35 years of senior leadership with hands-on experience in resource/budget management, communications, human relations, human capital development, operations, strategic planning and decision making. An innovative and ethical leader with a calm and balanced personality, and the ability to motivate groups and set conditions for the organization's success. Ability to rapidly evaluate and assess complex problems, leverage human resources, and design trustworthy risk assessed solutions within time and cost constraints. A leader that builds confidence and inspires teams to see the vision of success which then creates a culture of excellence affecting positive results. A leader that seeks best practices within and outside the organization and installation.

Core Competencies

- **Integrity, Loyalty, Positive**
- **Team Building**
- **Mentor**
- **Strategic Planning**
- **Feasibility & Risk Analysis**
- **Community Management**
- **Creative Intuition**

Chief, Plans, Analysis and Integration Office, GS-0301-14 – October 2009 – Present
(40 hours per week)

Employer: US Army Garrison Fort Hood 761st Tank Destroyer Blvd., Fort Hood, TX 76544
Supervisor: Ms. Mary E. Himic (254) 288-3451.

Serves as the Garrison Commander's principal staff for management control, analysis, business transformation, and the integration of short, mid and long range planning of all programming efforts on Fort Hood. As the principal Strategic Planning Officer, plans, develops, and manages implementation of plans, policies, procedures, and guidance for the Fort Hood Garrison to assist with organization improvements that are fiscally sound; provides means of measuring process

improvements; and achieves quantum improvements in organization efficiency and effectiveness. Fort Hood's on-post population exceeds 68,000 (Soldiers, Department of Army Civilians, and Family Members). Supervises six professional employees (GS-11 to GS-13) that comprise the management analyst branch and the plans specialist branch. Presents formal presentations to outside groups such as Texas Commander's Council (State Governor), Austin Chamber of Commerce and City Manager, Killeen Chamber of Commerce, and Rotary Club of Killeen Heights.

Focuses on leading change and serving as the Garrison Commander's Change Navigator; participates fully with the Garrison Commander to formulate goals, policies, objectives, and action plans.

Major Accomplishments:

- Pro-actively navigated to rebuild the Fort Hood Strategic Plan which resulted in the first Garrison Strategic Plan in 10 years with a vision, mission, goals, objectives, and action plans.
- Conducted quarterly updates to the Garrison Strategic Plan to determine if the Garrison has the resources necessary to implement the strategic initiatives for building construction, installation security, and environmental protection. It's through these action plans that the delivery of base support services for a multi-mission organization are accomplished.
- Planned, coordinated, and implemented the Installation Planning Board which resulted in an approved Integrated Priority List and funding for 1st Cavalry Division Headquarters. Served as the lead presenter to the Fort Hood Senior Commander and unit commanders in prioritizing controversial requirements.
- Served as the lead Garrison staff to develop a clearly defined system to assess and prioritize supporting programs, manpower and it's components through Fiscal Year 2019.
- Assessed organizational structure changes and manpower requirements as part of the FY19 TDA requirements and mission, manning and money review.
- Lead the PAIO organization through a continuously changing environment by conducting a comprehensive analysis to reduce the PAIO office from 8 authorizations to 3 authorizations in order to meet FY19 TDA requirements with Strategic Planning and Integration as the top priorities for PAIO.
- Served as the lead for Quality of Life (providing infrastructure and services that enables ready and resilient Soldiers, Families, and Civilians) Line of Effort in the Garrison Strategic Plan; synchronizing, planning, and building relationships with multiple staffs to include the Carl R. Darnall Army Medical Center and selected Installation Support Directorates to achieve common goals.
- Conducted, coordinated, and assessed the Mission, Money, and Manning Review (M3R) which analyzed current and future Garrison mission requirements to support installation services and reduce significant problems both within and outside the organization.

- Annually served as the Garrison proponent for the IMCOM Commanding General Guidance in order to determine impact on installation programs and Garrison policies.
- Selected to serve as the lead trainer for the New Beginnings (DoD Performance Management and Appraisal Program) for the US Army Garrison; recently completing the 2.5 days of training at Fort Leavenworth, Kansas.
- Served as the Reduction in Force (RIF) Management Control Officer for the Garrison command in 2014 to ensure organizational structure changes were in line with the manpower authorizations to support the Standard Garrison Organization.

Focuses on leading people with innovative approaches while simultaneously achieving results.

Major Accomplishments:

- Developed a human capital development plan for the PAIO office.
- Embraced the Equal Employment Opportunity (EEO) principles and educated the PAIO staff on sound interpersonal communication skills resulting in zero EEO allegations/complaints and established/reinforced an inclusive workforce within PAIO.
- Served as a primary instructor for the Garrison's Civilian Leadership Development Program (CLDP), teaching a two-day course on "The 7 Habits of Highly Effective People" by Stephen Covey to future leaders within the Garrison and tenant organizations of Fort Hood.
- Managed change by influencing CLDP workforce to improve communications, organizational structure, and new process improvements to benefit our customers.
- Assisted Directors in developing strategic action plans which guides the workforce in meeting the organization's mission, vision, and goals.
- Supported an inclusive workplace that fosters the development of others and served as a mentor to the Installation Management Command's Headquarters Centralized Mentoring Program to assist in growing and developing adaptive leaders. Through the Mentorship program, the mentees developed a strategic plan for engaging in untapped opportunities with local communities in filling service gaps.
- Routinely counseled the PAIO workforce on their Individual Development Plans (IDP) to maximize employee potential and foster high ethical standards.
- Served as the Supervisor to a Department of Army Intern, assisting in growing and developing the Intern into a positive and productive role model as a Department of Army Civilian; always focused on the core ethos that shape our value system especially trust, humility and integrity.
- Served as the volunteer Chairperson for the Greater Killeen Chamber of Commerce Leadership Killeen program for six consecutive years.
- Pro-actively seeking an academic internship program with Texas A&M University-Central Texas as a result of the Army Community Partnership program.

Focuses on results driven to meet organizational goals and customer expectations. Presents recommendations to the Garrison Commander for new organizational structures to implement new initiatives and management methods.

Major Accomplishments:

- Over the past six years, the PAIO has served as the lead staff to plan, coordinate, and develop the Fort Hood Garrison's Army Communities of Excellence (ACOE) submission using the Malcolm Baldrige Criteria; resulting in \$1.03 Million in award monies that has been applied to initiatives that benefit the Soldiers, family members, and retirees.
- Served to promote customer service throughout the Garrison and seeking improvement through customer feedback. The Interactive Customer Evaluation (ICE) system provides the Garrison Commander and leadership immediate feedback on the quality of the customer service. Weekly reports and quarterly analysis are routinely conducted and provided to the leadership to identify specific positive and negative trends.
- Initiated customer service incentive awards to recognize individuals and division level organizations for exemplary service. Additionally, the ICE system promotes quality services throughout the installation for Soldiers, Families, Retirees, and Department of Army Civilians.
- Served as a value added organization for the Commander, U.S. Army Garrison Command. Places emphasis on staff professional development, education, fiscal stewardship, versatility, and a healthy safe work environment.

Focuses on business acumen in managing budgets for the Plans, Analysis, and Integration Office with an operating budget of nearly \$900,000. Meets with top management officials of the installation, tenant organizations, State, and Local officials.

Major Accomplishments:

- Served as the lead Billing Administrator staff for the Garrison to include managing all credit card expenditures for supplies, furniture, and computer accessories; totaling \$75,000.
- Served to support the Garrison best practices totaling over \$600,000 in cost avoidance; and develops, plans, executes the Cost Savings Task Force capturing good ideas that resulted in an estimated \$2 Million in savings. Conducted analytical studies to improve efficiency by using the Strategic Management System to enhance decision making.
- Planned, prepared, coordinated, and conducted comprehensive economic impact assessment of Fort Hood on the Central Texas economy with a net result of raw data translated per the Texas State Comptroller for an economic impact of \$35.4 Billion.

- Briefed and met with the Texas State Comptroller Office staff on the Fort Hood Garrison model used to develop the Economic Impact Assessment and is currently being considered as a model for state-wide implementation across all 15 military installations for future applications of the Economic Impact Assessment.
- Served on the Garrison Commander's inspection team for 13 each Child Development Centers/Youth Centers with emphasis on ensuring staff and volunteers have favorably completed background checks, and at all times systems are in-place for accurate accountability and care of our children.
- Served as the lead staff for all Army Regulation 5-10, Stationing Actions that affect Fort Hood involving the total Army Force to include Active Component, Army Reserves, National Guard, and civilians. Specifically, staffed 27 Stationing Actions the past two fiscal years culminating in a net reduction of 2,309 military authorizations and 120 civilian authorizations.
- Directed the modification, cancellation, and acceleration of suspenses related to overall Garrison programs such as Installation Status Report (ISR), Performance Assessment Review (PAR), Army Stationing and Implementation Plan (ASIP), and Interactive Customer Evaluation (ICE) program.
- Analyzed gaps in installation service needs and organization (Garrison) capabilities when using the Mission, Manning, Money Review (M3R) and the Performance Assessment Review (PAR).
- Initiated and provided justification for the purchase of 31 new Kiosk computers valued at \$86,000.

Focuses on building coalitions at the local, state, and international level. Works with surrounding city officials in promoting good community relations and other partnership efforts of mutual benefit.

Major Accomplishments:

- Developed local partnerships with Texas A&M University through the Army Community Partnership Program.
- At the State level, worked with 14 other military installations as part of the Texas Commander's Council (TCC) to brief State level leaders on military priorities and concerns. My involvement in the TCC resulted in Fort Hood applying for the Defense Economic Adjustment Assistance Grant which resulted in a \$3.5 Million modernization of the Army Radar Approach Control Facility.
- Presented formal presentations to the State Comptroller Office (Austin, Texas) on the Fort Hood Economic Impact assessment.

- Represented the Garrison at the State Comptroller's meeting and visit to Fort Hood; and briefed the Fort Hood Economic Impact assessment.
- On behalf of the Deputy to the Garrison Commander, spearheaded the Cost Savings Task Force with Directors which achieved a cost avoidance of \$299,000.
- Established relationships and coalitions with the Austin Chamber of Commerce resulting in Fort Hood Soldiers having the opportunity to be hired by over 60 Austin companies.
- As the Rotary Club of Killeen Heights President, built a coalition of Rotarians from Mexico and Texas collaboratively working to provide a clean water system in the communities of Matamoros, Mexico.
- Served as the Garrison Commander's executive agent for the 2014-2015 reduction-in-force; ensuring the process was fair, equitable, and focused on our Department of Army employees.
- Analyzed the future location of the National Mounted Warrior Foundation museum to determine the best alignment between museum requirements and future needs of Fort Hood.
- As lead for Net Zero Waste Repurposing subcommittee, organized a coalition that conducted two highly successful post-wide yard sales that mitigated over 6 tons of waste from the Fort Hood landfill.

Texas A&M University – Central Texas, June 2013 – Present

(6 hours per week/per 8 week semester)

Employer: Texas A&M University-Central Texas

1001 Leadership Place, Killeen, TX 76549

Supervisor: Dr. Lucas Loafman (254) 519-5724

Selected to serve as an Adjunct Professor for the Texas A&M University-Central Texas.

Major Accomplishments:

- Over the past three (3) years, have taught four semesters of Creating Productive Relationships (Management 402) and two semesters of Leadership Theory and Practice (Management 425). Each semester comprised of 45 actual academic hours and students received 3 credit hours each per class.
- The Creating Productive Relationships course deals with emphasis on identifying and classifying behavior in order to better understand behavior and to develop strategies for effectively managing interpersonal relationships. This course was focused on "The 7 Habits of Highly Effective People" by Stephen R. Covey.
- The Leadership Theory and Practice (Management 425) course covers an advanced survey of leadership theories and issues, with the emphasis on practical application of newer leadership models in contemporary organizations. Students explore facets of both leadership and followership, along with the impact of the particular organizational setting and situation.

Students explore their own leader, follower, situation analysis skills, exercises and role-playing through active discussions, analysis, and popular business treatment of leadership situations. This course involved the Wall Street Journal real time cases with each week analyzing real business cases involving leadership issues.

Chief of Development & Partnership, October 2006 – September 2009

(40 hours per week)

Employer: Military Child Education Coalition

909 Mountain Lion, Harker Heights, TX 76548

Supervisor: Dr. Mary Keller (254) 953-1923, may be contacted.

Served as the lead staff in securing sponsorships, individual donors, and grants for the Military Child Education Coalition, a 501(c) (3) non-profit, worldwide organization. This organization served the needs of nearly two million military-connected children. Responsible for the assignments and project areas related to the strategic initiatives that involve fundraising, grants, sponsorships, partnerships, relations with foundations and business development.

Major Accomplishments:

- Developed fundraising initiatives and special events that doubled donations over a two-year period; this was considered a “stretch goal” by the Chairman of the Board. Served as a trusted agent and a fiscal steward in funds raised, always exhibiting high ethical business practices and accurate accountability of funds secured.
- Expanded the organization’s donor base to include a broad range of corporations and individual donors. Developed fundraising brochures and materials that promoted the mission of the organization. Exhibited the ability to earn the trust with Board members, donors, and sponsors; never wavering as a trusted agent.

Program Management Manager, October 2003 – September 2006

(40 hours per week)

Employer: Lockheed Martin Information Technology

4601 Jacobs Lane, Killeen, TX 76543

Supervisor: Mr. Wolf Kutter, (254) 690-2254, Retired

Served as Program Management Manager for Lockheed Martin Information Technology (LMIT).

Major Accomplishments:

- Worked directly with all staff elements within LMIT coordinating and managing contracts for Department of Defense (DoD) and State level contacts. Responsible for managing services in Program Management, Base Realignment and Closure (BRAC), Information Security, Information Assurance, and all related aspects of Information Technology. Core business areas of interest included: Federal (DoD), State, and commercial businesses.
- During my tenure, our contracts grew from one State (Texas) to five additional States within a three year period.
- Developed a recruitment strategy to hire staff and supervisors to lead each of the contract initiatives throughout the six States.
- Specifically, my office was awarded contracts in the States of Texas, Oregon, Mississippi, and Louisiana; along with DoD contracts for Training and Doctrine Command at Fort Monroe, Virginia and Fort Sill, Oklahoma.
- Continuously performed with strong core values and solid ethical standards; always striving to meet and/or exceed the needs of the customers. Successfully completed all contracts as written.

III Corps and Fort Hood Deputy Chief of Staff, Colonel, U.S. Army, June 2001 – July 2003
(40 hours per week)

Employer: U.S. Army

761st Tank Destroyer Blvd., Fort Hood, TX 76544

Supervisor: BG Steve Speakes, Retired

Served in the United States Army Signal Corps with over 30 years of service culminating as the III Corps and Fort Hood Deputy Chief of Staff to the Commanding General for a senior Army Headquarters that occupies five military installations located over four states and encompasses 62,000 personnel.

Major Accomplishments:

- Assisted in overseeing an operating budget in excess of \$600 million annually. Served as the principal staff proponent for publishing policies and terms of reference for the Corps Command Group, and developing strategic visioning initiatives.
- Selected by the Commanding General to lead the visioning strategy process for 34 senior leaders at III Corps and Fort Hood, which resulted in a redefinition of Mission, Essential Training Tasks, Vision, Organizational Trends, Strengths and Weaknesses, and Action Plans. This process served to define the long range strategic vision.
- Chaired a Process Action Team comprised of military and Department of Army civilians that realigned over 100 personnel and transferred over 500 vehicles to streamline organizational/operational effectiveness.

- Developed operational crisis management procedures for the Fort Hood Command Center following 11 September 2001 (9/11).
- Prior to this assignment, served as the III Corps and Fort Hood Inspector General; commanded signal units from detachments (100 personnel) to battalion level (900 personnel) and served on staffs from Battalion to Corps and Joint Staff (U.S. Pacific Command).
- Selected and served as an Operations Research Systems Analyst (ORSA) following completion of the ORSA school at Fort Lee, Virginia (1980).
- Served at the U.S. Army War College as a Chief of Plans and Exercises; and subsequently selected and graduated from the U.S. Army War College in June 1997.

EDUCATION:

Boston University Metropolitan College 1976 - 1978

Master of Science in Business Administration

Santa Clara University 1969 - 1973

Bachelor of Science in Commerce (Business)

Senior Service College - U. S. Army War College 1996 – 1997

DA CIVILIAN TRAINING:

New Beginnings: DoD Performance Management and Appraisal Program (DPMAP)

IMCOM Integrated Management System

Human Resource for Supervisors

Supervisor Development

EEO Anti-Harassment & No Fear for Supervisors

MILITARY TRAINING:

Inspector General Course

Fort Belvoir, VA February – March 1999

Operations/Research Systems Analyst Course

Fort Lee, VA January – April 1980

CORPORATE TRAINING:

Management Strategies Program II

Lockheed Martin Institute for Leadership Excellence, Bethesda, MD November 2005

Principles & Techniques of Fundraising

The Center of Philanthropy at Indiana University, Bloomington, IN February 2007

Developing Annual Sustainability

The Center of Philanthropy at Indiana University, Bloomington, IN January 2007

Developing Major Gifts

The Center of Philanthropy at Indiana University, Bloomington, IN January 2007

VOLUNTEER EXPERIENCE:

President, 17th Signal Battalion Association September 2006 – September 2008, March 2009 – September 2010, and September 2014 – September 2016

Planned, coordinated, and implemented strategies with the board of directors to oversee the 17th Signal Battalion Association, among the most active military associations in the United States.

The association members span the United States. Oversee an operating budget of approximately \$10,000. Supervised and organized the bi-annual reunions and rewrote the association's by-laws.

Chairman, Leadership Killeen 2011 – Present

Serve as the Volunteer Chairperson of the Chamber of Commerce Leadership Killeen Program comprised of 19 Central Texas business personnel (retail, banking, education, medical, religious occupations) aspiring to be future leaders. Focused on developing business acumen and leadership skills. This program spans an 8-month course curriculum (September – May).

Developed and coordinated curriculum and guest speakers.

President, Rotary Club of Killeen Heights July 2012 – June 2013

Oversee and led the Rotary Club of Killeen Heights with 123 members and a budget of \$110,000. Provide Rotary programs that are sustainable and enduring for the members while supporting local and international community service projects in India and Mexico. Continue to serve as a sustaining Rotarian member to support both local and international service projects.

Always focused on "Service Above Self" for others in the community and in Rotary International.