Pollyanna Pixton

President, Evolutionary Systems

Co-Founder and Director, Institute of Collaborative Leadership

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1996 - Present	President of Evolutionary Systems, Pollyanna Pixton founded her consulting firm to work with the entire system of an organization and move great ideas from vision to action. She brings over thirty years of executive and managerial experience to analyzing the "big picture" and understanding how, why and where an organization can be strengthened in order to expand productivity, increase profitability, and reach key goals.

Ms. Pixton uses collaborative leadership methods to support organizations in creating environments that are highly productive, exciting places where people enthusiastically contribute their best work, and where new ideas are successfully implemented and sustained. She also directs a think-tank that works to increase innovation and creativity, developing models of leadership for open environments. This work provides the foundational theories and practices of the Institute for Collaborative Leadership (www.collaborative-leadership.com), co-founded by Ms. Pixton. The Institute works with organizations and corporations to collaboratively develop a best-fit suite of leadership seminars and workshops integrated with organizational assessments, personal coaching, mentoring, and open-space meetings. |

Professional Experience

1995 – 1996	**Executive Team, Technology Division** First Security Bank, Salt Lake City, Utah As a member of the Information Technology Executive Team, Pixton designed and implemented a full Quality Management System providing methodologies, standards and procedures including change management, project and process management. This practical approach was applied to corporate goals to achieve on-time deliveries during re-engineering and process re-definition efforts. Managed the Electronic Benefits Transfer System Project from business planning through design.
1992 – 1995	**Project Manager, System Development Manager, VP Status** Swiss Stock Exchange, Zürich, Switzerland Responsible for developing the software for an electronic stock exchange for the Swiss Stock Exchange. Defined and managed the organizational and methodological start up and software development of the front-end trading system. Promoted to manager of the central exchange system development and system test group. During system testing, promoted to deputy project manager with responsibility for the full system software delivery. Specified the development and testing methodologies, defined quality procedures, planned and managed the budget and resources for delivery of the software for both sub-systems through final integration and testing.
1991 – 1992	**Product Manager, Senior Analyst** The Indus Group, San Francisco, California, and Salt Lake City, Utah, USA Designed and managed an equipment identification and work management baseline system for the utility market. In parallel, identified customer requirements for enhancements of the utility baseline system and customized system. Led identification

of specifications and managed the development effort to deliver customized systems.

1988 – 1991	**Senior System Analyst and Project Manager** EPIC Engineering, Los Altos, California, USA and Baden, Switzerland Software design and project management consultant for ABB Network Control in Baden, Switzerland. Assisted ABB in assessing the status of their current products and projects and establishing project planning, software development and testing methodologies. Directly responsible for the completion of the baseline Energy Management System design and for the implementation of the baseline enhancements for first two on-time deliveries.
1987 – 1988	**Software Systems Consultant** Oregon Trading, Surrey, England Responsible for the design and development of option trading and market profile software. The interactive system included position risk analysis for hand held calculators to be used during floor trading.
1985 – 1987	**Software Project Manager** Eastman Christensen, Salt Lake City, Utah and Houston, Texas Specified and implemented a complete well planning and drill monitoring software system and managed a major enhancement effort. Working from a planning database, the system monitored complex directional drilling activities, remotely and on-site. Advisory functions and advanced graphics assist the user in making real-time corrections during the drilling activity.
Previously	From 1982 to 1985, as Project Manager at Industrial Systems in Woodinville, Washington, generated requirements and design specifications and managed the implementation of data management systems and scientific applications which included oil rig positioning and anchoring software, inventory control systems and communications software. From 1978 to 1979, worked for Honeywell Marine Systems in Ballard, Washington, as a software engineer and project lead. Designed and implemented microprocessor programs used in sub-sea positioning systems. From 1976 to 1978, as the Software Manager and Developer for Colmek Co., in Salt Lake City, Utah, designed and managed the implementation of a real-time data acquisition system for a manganese mining project on the Data General platform.

Education

1980 - 1982	Master's Degree, Computer Science, University of Washington, Seattle, Washington, 1982
1973 - 1976	Graduate Studies in Theoretical Physics, University of Utah and Aarhus University, Denmark, 1973-1976
1966 - 1973	Bachelor's Degree, Mathematics, University of Utah, Salt Lake City, Utah, 1973

Awards

11 May 2004	"30 Visionary Women to Watch" awarded by Women's Business Center of the Salt Lake Chamber of Commerce, National Organization of Women Business Owners, Women's Financial Center of Zions Bank, and Utah Business Magazine
June 2002	"Distinguished Alumni Award 2003" awarded by the Girl Scouts of America

Speaking

15 June 2006	*Collaborative Leadership,* Plenary Speaker, Wyoming Philanthropy Conference
15 Aug 2005	*Collaborative Leadership*, Keynote Speaker, Outdoor Industry Women's Council
2003 - Present	*Collaborative Leadership* and *Business Ethics,* Guest Lecture, Executive MBA and MPA programs, University of Utah and Westminster College
10 June 2004	*Productive Workplaces: Creating Environments that Stimulate Profitable Ideas*, Keynote Speaker, U.S. Chamber of Commerce Conference on Flexible Workplaces

Affiliations

2006 - Present	Adjunct Professor, University of Utah, Salt Lake City, UT
2006 - Present	Outdoor Industry Women's Coalition Board
2006	Leadership Summit Chair, Agile Software Development Conference 2006
2000 - Present	Utah Nonprofit Association Board President (Current) and Past Member, President-Elect and Secretary, providing support to the non-profit organizations in Utah
2005 - Present	Agile Project Leadership Network, co-founder and Board Officer
2005 - Present	Utah Women's Leadership Network Working Group
2004	Executive Summit Chair, Agile Software Development Conference 2004
2004 - 2005	Psychologically Healthy Workplace Advisory Committee
2004 - 2005	Utah Health Information Management Society Board of Directors
2004 - 2005	Utah Progressive Network Board of Directors
1999 - 2001	Vest Pocket Business Coalition Board Member and past President, supporting independent and locally businesses in the Salt Lake Valley

Presentations

5 Dec 2005	*Collaborative Project Leadership,* Girls Scouts of Utah, Salt Lake City, Utah
11 Nov 2005	*Collaborative Leadership,* Basalt Library System, Basalt, Colorado

5 Nov 2005	*Vision to Action: The Power of Collaborative Leadership*, International Leadership Association Conference, Amsterdam, the Netherlands
13 Sept 2005	*Project Management,* 2005 National Homeless Information Management System Conference, St. Louis, Missouri
2004 - Present	*Collaborative Leadership*, Utah Non-Profit Association, Salt Lake City, Utah. Sponsored by American Express
2004 - Present	*Project Management*, Utah Non-Profit Association, Salt Lake City, Utah. Sponsored by American Express
18 Aug 2005	*Getting Leaders Onboard*, XP Universe Workshop, Calgary, Canada
27 July, 2005	*Becoming a Collaborative Leader*, Agile United Conference Workshop, Denver, Colorado
29 July, 2005	*Agile Leadership Challenge*, Agile United Conference Tutorial, Denver, Colorado
24 Aug 2004	*Productivity and Innovation,* Midvale Chamber of Commerce, Midvale, Utah
5 Aug 1982	*A General Model for Simulating Information Processing Experiments.* The 4th Annual Conference of the Cognitive Science Society, August 4-6, 1982, University of Michigan, Ann Arbor, Michigan

Publications

November 2005	*"Vision to Action: The Power of Collaborative Leadership."* Proceedings of the 7th Annual Global Conference of the International Leadership Association (ILA), Emergent Models of Global Leadership, November 2-6, 2005, Amsterdam, the Netherlands. College Park, MD: ILA, 2006.
October 2005	*"Collaborative Leadership: An Overview."* Outdoor Industry Women's Coalition Monthly Publication.
May 2005	*"Fear, Trust, and the Bottom Line."* Published in the Society of Human Resource Managers Monthly Publication.
April 2004	*"Building Productive and Satisfying Organizational Cultures,"* with George Cheney, Communication Professor, University of Utah. Published in The Enterprise.
August 1982	*"A Combined Activation and Production Model to Account for Attention and Performance Data."* With Earl Hunt, Proceedings of the 15th Annual Mathematical Psychology Meeting, August 6-8, 1982, Princeton University, Princeton, New Jersey.
August 1982	*"A General Model for Simulating Information Processing Experiments."* With Earl Hunt, Proceedings of the 4th Annual Conference of the Cognitive Science Society, August 4-6, 1982, University of Michigan, Ann Arbor, Michigan.