**Cain Center for the Arts**

**Board of Directors**

**Nomination/Profile Sheet**

**Contact Information**

Full Name: Zachary Toof

Company: LPL Financial

Title: Senior Vice President, Workforce Analytics & Insights

Work Address: 1055 LPL Way, Fort Mill, SC 29715

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Work Fax: N/A

Work Email Address: [Zachary.Toof@LPLFinancial.com](mailto:Zachary.Toof@LPLFinancial.com)

Spouse’s Name: Kanmani Kandan

Home Address: 9900 Glencrest Drive, Huntersville, NC 28078

Home Phone: 704-340-0917 (Mobile)

Home Email Address: [Zktoof@aol.com](mailto:Zktoof@aol.com)

Assistant’s Name: Grace Gastelum

Assistant’s Email Address: [Grace.Gastelum@lplfinancial.com](mailto:Grace.Gastelum@lplfinancial.com)

Assistant’s Phone Number: 803-493-6776

Preferred Contact Phone Number: 704-340-0917 (Mobile)

Preferred Contact Email Address: [Zachary.Toof@LPLFinancial.com](mailto:Zachary.Toof@LPLFinancial.com)

Preferred Contact Mailing Address: 9900 Glencrest Drive, Huntersville, NC 28078

**Other Activities and Affiliations**

As appropriate, please indicate below your involvement in any of the following:

Corporate Board Affiliations: None

Nonprofit Board Affiliations: Advisory Board Member of TaletDAO (a research organization focused on creating and sharing talent-based insights related to decentralized autonomous organizations / the use of alternative talent models)

Professional Organizations (ex. Law associations, business associations): Society of Human Resource Management

Social/Membership Organizations (ex. golf/country/dinner clubs): None

Community/Civic Organizations (ex. Charlotte Chamber, Neighborhood Associations): None

Alumni Organizations: None

Special Interest Groups (ex. choirs, sports teams): None

Religious Institutions: None

Other Cultural Groups (ex. subscriptions/membership circles): None

Please describe your passion for Cain Center for the Arts (involvement with other arts companies, etc.):

I have had the pleasure of being involved with the Cain Center for the Arts since 2018. Deloitte Consulting (my prior employer) conducted a series of pro-bono engagements for the Cain Center, these included projects on: developing a 5-year strategic plan (revenue, expenses, organizational & role design, key activities by year, and future considerations), the creation of a financial modeling tool (to support real-time planning and forecasting), an analysis with accompanying recommendations for the CAC integration (including pricing and space utilization evaluations), as well as general strategic advisory and research support. For each of these efforts, I had the privilege of scoping the work, leading the Deloitte Consulting team, and partnering with Cain Center resources on developing and sharing the insights.

I volunteered to lead the first project (in addition to my day-to-day client consulting work) because I was excited by the concept of the Cain Center - to create, experience, and enjoy the arts in my local area. I continued to volunteer to lead each subsequent project because I believed in the impact the Cain Center could make and the potential of the center as it progressively moved from a cardboard cut out in the Township building to a physical reality. I feel the Cain Center has a strong future ahead that will make a difference in our community and I’d love to continue to be a part of that journey.

Please describe any particular expertise and experience that you would be willing to share with the organization to improve its performance and success:

**Operational Excellence**

* Expertise: Lean six sigma – the creation and transformation of processes to consistently deliver results while reducing waste (e.g. cost, effort, time)
* Experience: ~5 years with Ingersoll Rand as a lean six sigma professional (black-belt) driving continuous improvement of talent-related processes globally

**Talent & Organizational Strategies**

* Expertise: Organizational design, role design, workforce sizing, change management, talent development, and related human capital practices
* Experience: ~10 years with Deloitte Consulting acting as a human capital subject matter expect and team leader to drive organizational consulting engagements; educational background (M.A. Industrial & Organizational Psychology)

**Analytics / Data-Modelling:**

* Expertise: Descriptive through predictive analytics, development of data-tools, implementation of data governance approaches, driving organizational data-literacy
* Experience: Nearly 20 years of analytical roles and throughout my career; currently leading workforce insights for a fortune 500 company (LPL Financial)