

Tawny L. Hammond

thammond23@yahoo.com ♦ [linkedin.com/in/tawnyhammond/](https://www.linkedin.com/in/tawnyhammond/) ♦ <https://tawnylynnhammond.com>

Summary of Qualifications

- More than 30 years of leadership experience with an emphasis on organizational excellence
- Award-winning leader with expertise in building, motivating and managing diverse teams
- Skilled at creating strategies for team development, creating alliances and partnerships in achieving professional excellence
- Entrepreneurial ethic with extensive experience in marketing and communication
- Visionary with experience in revitalizing and launching programs and initiatives
- Proven track record of engaging public and private leaders in solutions and garnering community support
- Develops relationships with media representatives resulting in positive coverage and exposure

Professional Experience

National Director for Leadership Advancement

September 2018 to present

Best Friends Animal Society

Kanab Utah

Creation and oversight of educational programs for the purpose of creating clarity on professional excellence in lifesaving animal services across the nation.

- Co-created and launched the nation's first university endorsed executive leadership certification program for animal services professionals
- Work collaboratively with a team of skilled educators and instructional design professionals to produce online and in person blended learning programs
- Mentor executives and leadership across the nation on problem solving and professional development for the purpose of professional excellence in animal services
- Conduct research on science and data-based results of lifesaving animal services
- Represent Best Friends Animal Society at conferences and educational forums
- Created and contribute to a blog and podcast devoted to compassionate and trailblazing leadership – profilesinleadershippodcast.com and tawnylynnhammond.com
- Serve on advisory boards as a representative of lifesaving leadership and professional excellence

Midwest Regional Director

June 2017 to September 2018

Best Friends Animal Society

Traverse City, Michigan

Facilitate lifesaving changes for homeless pets by working with animal services organizations across the nation with an ultimate goal of ending the euthanasia of pets for population control by 2025

- Work closely with animal services professionals, volunteers and non-profit organizations to encourage alliances, collaborative efforts and substantive strategic changes that increase live outcomes for homeless pets in individual communities, regions and states.
- Present at conferences and training opportunities on animal welfare and public service best practices
- Conduct assessments and design strategic improvement plans for animal services operations
- Offer specialized and targeted plans for integrating animal control and animal sheltering efforts in municipal organizations

Animal Services Director
June 2015 to June 2017

City of Austin
Austin, Texas

Direction and oversight of Animal Services for a population of 1.2 million residents and a 900 square mile geographic region with an annual intake of 18,000 animals

- Lead the nation's largest pet lifesaving community in following and establishing best practices in animal services
- Increased the live outcome from 92 percent to 98 percent in 15 months
- Oversaw all areas of animal protection and animal sheltering services for the City of Austin and Travis County
- Interfaced with City of Austin and Travis County department directors, elected and appointed officials, advisory commission, friends of organization, 150 non-profits and rescues
- Presented at national conferences and consult with jurisdictions around the nation helping them institute lifesaving changes in municipal animal services
- Maintained professional excellence standards for 130 employee workforce and 13 million dollar operating budget
- Fiscal oversight of grants and donations funds – 1.5 million dollars
- Served as the emergency point of contact for coastal evacuation and regional emergencies
- Supervised a 5 million dollar kennel expansion and quality of life amenities project
- Launched the first ever strategic planning and policy creation for Austin Animal Services

Animal Shelter Director
October 2012 to June 2015

Fairfax County Police Department
Fairfax, Virginia

Oversaw the operations and personnel management of a municipal animal shelter serving a population of 1.2 million residents in a 400 square mile jurisdiction with an annual intake between 4,000 and 5,000 animals

- Led Fairfax County to becoming one of the largest jurisdictions in the United States with a live outcome rate above 90 percent (96 percent in 2014)
- Implemented new programs including shelter dog play groups, humane education, low income spay and neuter services and expanded the trap-neuter-return program
- Served as the chair of the National Capital Region Animal Shelter Collaborative
- Graduate of the International Association of Chiefs of Police Center for Police Leadership and Training - Leadership in Police Organizations
- Removed breed related adoption restrictions
- Launched social media program reaching a quarter million people weekly
- Responsible for fiscal oversight, compliance with state and county regulations and implementation of strategic initiatives
- Managed county fiscal allocations, donation funds, and grants
- Supervised 30 professional staff members, including shelter and county wildlife staff
- Facilitated collaborative relationship with an appointed animal services advisory commission.
- Worked closely with the Friends of the Fairfax County Animal Shelter, helping double revenue in just one year
- Oversaw a \$16 million renovation and reconstruction of the animal shelter
- Directed strategic planning process for Animal Services Division
- Worked collaboratively with the Animal Control Commander on a daily basis
- Oversaw the county Wildlife Management Program doing groundwork for deer contraception
- Dogs Playing for Life, Board of Directors member

Park Manager, Frying Pan Farm Park
January 2009 – October 2012

Fairfax County Park Authority
Herndon, Virginia

Led planning and overall management of farm park in a National Historic District outside of Washington D.C. 130 acres comprised of a depression era working farm, equestrian facilities, visitor

center, rental facilities, country store, historic structures and sites, agrarian museum, trails and picnic pavilion

- Supervised care and management of over 200 animals at a working farm
- Doubled annual revenue with minimal additional expenses
- Launched new comprehensive equestrian program for children and adults
- Supervised construction of 5 million dollar equestrian facilities, fee change strategies and equestrian facility management
- Facilitated friends group improvements resulting in new members & diversified revenue
- Developed relationships with the business community creating financial support
- Planned and implemented first ever unique spring and summer camp programs

Park Manager, Lake Accotink Park

February 1997 – January 2009

Fairfax County Park Authority

Springfield, Virginia

Managed operations of a 500-acre lakefront park in a diverse urban community in northern Virginia.

- Launched pet related programs and events promoting responsible pet ownership
- Worked collaboratively with the Fairfax County Animal Shelter to develop dog obedience lessons for adopting families
- Consulted with the Humane Society of the United States on wildlife protection
- Doubled annual revenue without an increase in expenses
- Increased park attendance from 396,000 visitors to more than 600,000 in 2009
- Supervised over 18 million dollars of capital improvement projects
- Forged partnerships with civic groups, schools, police, libraries and other county agencies in service and program delivery
- Initiated program offerings to include summer camps, classes and seasonal events
- Planned and orchestrated the agency's largest special event with total four-day attendance exceeding 30,000 people

Executive Intern, Office of the County Executive

October 2002 – April 2003

Fairfax County

Fairfax, Virginia

Responsible for initiating and developing specific programs during six-month assignment working with county agency staff. Conducted research, prepared issue papers, developed and presented recommendations to county leadership

- Member of cross-functional project team recommending development options for a 2,400-acre parcel of land formerly used for the District of Columbia Correctional Facilities
- Facilitated and participated in the Fairfax County strategic planning process
- Member of "Strengthening Neighborhoods and Building Community" charter team working to improve communities by building cross-county partnerships

Operations Manager, Wakefield Recreation Center

August 1994 - February 1997

Fairfax County Park Authority

Annandale, Virginia

- Directed operations of 230-acre park encompassing 73,000 square-foot recreation facility, Olympic-sized natatorium, gymnasium, tennis and racquetball courts, sports fields, trails, pre-school, senior center and fitness center

Park Manager, Wakefield Recreation Center

(August 1993 - July 1994)

Assistant Manager, Wakefield Recreation Center

(September 1991 - July 1993)

Assistant Manager, South Run Recreation Center

(December 1989 - August 1991)

Natatorium Manager, Spring Hill Recreation Center

(October 1989 - Nov. 1989)

Program Supervisor

August 1989 - October 1989

Oak Park YMCA

Oak Park, Illinois

- Developed a comprehensive recreation and education program for school-aged children in three local communities

Manager of Revenue Facilities

May 1987 - May 1989

- Managed operations and promotions of recreation facilities in suburban Chicago including two outdoor swimming pools, ball fields, indoor ice rink and soccer arena. Generated a 32% net increase in revenues

Village of Oak Park

Oak Park, Illinois

Owner

October 1984 - May 1987

- Established and operated a commercial property management company. Managed rent collections, leasing, maintenance, and renovations

Hammond Services

Oak Park, Illinois

Community Leadership

Board of Directors, Spirit Open Equestrian

October 2012 to June 2014

President, Springfield Civic Association

May 2001 to May 2011

- Provided leadership to an urban community undergoing rapid change and challenges.

Education

Western Illinois University - Macomb, Illinois

1980 – 1984

Bachelor of Arts in Communication

Academic emphasis on Public Relations, Journalism and Psychology

Graduate of the International Association of Chiefs of Police Center for Police Leadership and Training - Leadership in Police Organizations

2014

Achieve Global

Leadership for Results Certification

2001

Advanced Effective Facilitation

2001

Recognition

- 2014 Metropolitan Washington Council of Governments Leadership Award
- 2014 Compassion Award from the Federation of Virginia Humane Societies
- 2009 Supervisor of the Year – Fairfax County Park Authority
- 2008 Volunteer Fairfax - Lee District Community Champion
- 2007 Citizen of the Year from the Greater Springfield Chamber of Commerce
- 2005 Public Service Award from the Greater Springfield Chamber of Commerce
- 2005 Community Service Leadership Award from American Legion Post 176
- 2004 Public Service Award from the Fairfax County Braddock District Supervisor
- 2004 Community Service Award from the Springfield Inter-Service Club Council
- 2002 A. Heath Onthank Award for Outstanding Performance from the Fairfax County Board of Supervisors - the highest award and honor from the county awarded to a select few