KEVIN B. DULL, JD, MBA, MS IN LEADERSHIP

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VISION | STRATEGY | TRANSFORMATION | ANALYSIS & PLANNING | EXECUTION

Experienced executive in Organizational Development and HR, successful in leading cultural development, organizational restructuring, talent management, change management, and HR business partnerships in healthcare. Proven ability to create HR plans aligning with organizational mission and culture, serving as an executive advisor on talent strategies. Skilled in initiating HR programs, optimizing compliance, and driving strategic planning across all organizational levels.

- **Learning and Development**
- **Policy/Program Development**
- **Employee & Labor Relations**
- **Change Management**
- **Performance Improvement**
- **HR Best Practices/Training**
- **Employee Engagement**
- **Talent Recruitment/Retention**
- **Organizational Development**
- **Equity, Diversity & Inclusion**
- **Talent Acquisition**
- **Workforce Optimization**

PROFESSIONAL EXPERIENCE

Momentum People Solutions® | Folsom, CA **2021 – Present**
Founder

Author of Burnout Isn't What You Believe: The Person-First Mission Method. 20+ years of experience shared through Adaptive Leadership: Concepts to Real World Practice training, You Are a Hero on a Journey Career Coaching, and executive coaching to help leaders and organizations thrive.

Marshall Medical | Placerville, CA **December 2024 – August 2026**
Chief People Engagement and Success Officer

Independently owned and operated health system in El Dorado County California, with $350 million revenue and 1,500 employees.

Spearhead all aspects of organizational development/transformation, human resources, and training across the organization via leadership of a team consisting of 30 colleagues, with a focus on aligning organizational culture with vision, while directly reporting to the CEO, President as a member of the senior executive team.

- Created, launched and delivered Marshall's first ever leadership development academy for 150 leaders.
- Implemented novel and creative artificial intelligence employee engagement surveys and tactics to identify and retain employees with a high risk of attrition.
- Designed and implemented visioning program for departments to discover their emerging future.
- Led the transformation of Human Resources Division to the People Engagement & Success Division.
- Created and implemented Marshall's learning and development ecosystem for employees and leaders.

MultiCare Health System | Tacoma, WA **2015 – 2021**

The largest secular health care delivery system in the State of Washington with significant presence in King, Pierce, Thurston, Kitsap and Spokane counties, $3.5B in revenue, and over 22,000 employees.

SENIOR VICE PRESIDENT, CHIEF HUMAN POTENTIAL OFFICER

Spearhead all aspects of organizational development/transformation, human resources, and training across the organization with an HR team consisting of 150 colleagues, with a focus on aligning organizational culture with vision, while directly reporting to the CEO, President as a member of the senior executive team.

- Enabled internal growth from 11,000 to 22,000 staff via organic and acquisition growth activities, while collaborating with senior leaders to build and refine the organization's culture.
- Led merger and acquisition activities as a member of the organization strategy team; successfully transformed the Human Potential department with a renewed focus on customers; candidates, employees, managers, and providers.
- Develop/implement people processes that align with organizational values, while setting up the environment for scalable growth and designing HR strategy to drive continuity between staff and the

organization.
- Executive sponsor of MultiCare's Belonging (Diversity, Equity and Inclusion) Program

Kaiser Permanente Northwest | Portland, OR **2010 – 2015**

A leading healthcare provider and $80B organization with 180,000 employees and 11 million members.

REGIONAL HR EXECUTIVE/ORGANIZATIONAL PERFORMANCE LEADER, Care Delivery

Spearheaded all aspects of the HR organization, to include influencing and counseling Care Delivery Vice Presidents (Hospitals, Ambulatory, and Dental) in strategic planning, new location openings, change initiatives, and the execution of HR programs. Directed the identification, development and delivery of HR solutions aligned with strategic plans, operating plans, and overall business strategy. Represented HR as the senior leader on the region's Quality and Service committee.

- Partnered in leading the overall HR function in areas that include strategic planning, operating plans, policy development, and budgeting.
- Led the alignment of HR priorities with the business agenda via development of comprehensive and fully integrated HR programs in partnership with the HR Centers of Excellence, including Labor and Employee Relations, Diversity & Inclusion, Compensation, Talent Acquisition & Organizational Leadership.
- Championed the completion of the HR department's 2011-2014 operating plans geared toward connecting operating departments with delivery of care, insurance services, and growth initiatives within the region.
- Served as HR leader for the opening of a $355M West Side Medical Center; led the recruitment, selection, and training of 891 medical staff and the transfer of 100 specialty care staff; exceeded diversity hiring goal of 25%.
- Developed a business unit assessment tool to identify departments, managers and teams that needed specific HR and performance improvement; increased staff engagement scores on an average of 16% YoY.

DIRECTOR OF EMPLOYEE & LABOR RELATIONS (2009-2010)
MANAGER OF LABOR RELATIONS (2008-2009)

Managed the strategic development, planning and management of Labor Relations function to achieve business objectives and the vision of the organization. Oversaw and acted as an integral partner in the organizational implementation of National and Regional Employee and Labor Relations strategy and policy; supervised the activities of 14 senior HR consultants and a $1.75M annual budget.

- Directed and provided oversight of contract administration for 12 collective bargaining agreements with seven labor unions (SEIU, OFNHP, ILWU, UFCW, ONA, GFPP, and IUOE).
- Provided consultative services to senior leadership team in the area of employee & labor, while developing and maintaining constructive relationships with union leaders.
- Developed a responsive program addressing all compliance, hotline, harassment and discrimination complaints.
- Provided expertise and guidance to senior management in the resolution of complex Labor Relations issues; formulated recommendations for changes and implemented these changes.

Metro Regional Government **2003 – 2008**

LABOR & EMPLOYEE RELATIONS MANAGER

Managed and provided comprehensive oversight of all labor and employee relations functions in accordance with Metro Council and executive management policy and direction, while serving as a strategic HR business leader and liaison to employees, participating in the negotiation of collective bargaining agreements, and overseeing dispute resolution.

State of Oregon **2000 – 2003**
STATE LABOR RELATIONS MANAGER
Served as the chief spokesperson and contract administrator for agencies including Oregon Youth Authority, Oregon Dept. of Corrections, Oregon Real Estate Agency, Oregon Dept. of Land Conservation & Development, Oregon Dept. of Environmental Quality, and the Oregon Military Dept.

TEACHING EXPERIENCE

University of Washington – Tacoma **Fall 2020**
COMMUNITY PARTNER IN RESIDENCE, Global Honors 300

University of Phoenix, Oregon Campus **2002 – 2014**
PROFESSOR, Innovation, Labor, Employment, Business Law, HR, & Organizational Leadership

Portland State University **2008 – 2009**
ADJUNCT PROFESSOR, Strategic Business Management

EDUCATION & SELECT AFFILIATIONS

Western Governors University, Master of Science, Management & Leadership (2021)

Willamette University, College of Law Juris Doctor (1999)
Oregon State Bar #00245 (2000-2015)

Willamette University, Atkinson Graduate School of Management, Master of Business Administration, Strategy (1999)

Eastern Washington University, Bachelor of Arts, Political Science (1993)

Change Management Professional Certification (2014) ~ ProSci

Automatic Influence Certification (2022) ~ Perceptual Intelligence®

Neuro-Cognitive Intelligence Level 1, Behavioral Observer (2025) ~ Applied Behavior Research

Neuro-Cognitive Intelligence Level 2, Behavioral Profiler (2025) ~ Applied Behavior Research

Select Affiliations & Boards
Board Member (2023-2024) ~ Puyallup Sumner Chamber of Commerce Foundation
Board Member (2021-2024) ~ University of Washington – Tacoma, Milgard School of Business
Board Member (2021-2023) ~ Gig Harbor High School Boosters Club, Vice President
Board Member (2020-2023) ~ University of Washington – Tacoma – Institute for Innovation and Global Engagement
Board Member (2015-2021) ~ Tacoma Pierce County Chamber of Commerce
Board Member (2014) ~ Oregon Workforce Investment Board
Board Chair (2011) ~ Metropolitan Portland-Vancouver Regional Workforce Collaborative
Executive Board Member (2011-2015) ~ Association of Oregon Industries
Executive Board Member (2010-2015) ~ Workforce Investment Board, Region 2

Awards & Recognition
Portland Business Journal ~ Forty under 40 (2011)
Faculty of the Year ~ Graduate School of Business, University of Phoenix (2008)