



CURRENT FOCUS

- Promoting and preparing for a robust senior cannabis market (The Grey Wave) using research, innovation, systems thinking, and vision
- Facilitating strategic planning, team development, and executive coaching for cannabis start-ups and their leaders
- Informing and empowering seniors to make personal health decisions with more natural solutions for palliative living

ORGANIZATIONAL EXPERIENCE

G4G, Aspen Valley, Colorado 2018-Present
Founder (501 (c)3 application in process); New industry development for the senior market and on-the-ground end-user research

- Compiling an online library of emerging cannabis research for seniors
- Educating seniors through 'Grass for Geezers,' community outreach
- Products include a monthly Playbook/newsletter, "Weed to the Wise" to disseminate recent research and announce community gatherings
- Organizing field trips to local dispensaries to inform ourselves of new products, delivery systems, medical applications for health needs of anxiety, pain, sleep, treatment side effects, etc.

Salamana Associates, LLC TX, DC, HI, CO 1995-Present
Founder & Principal: Organizational Consulting Firm

- Consulting for team and organizational development in areas including strategic thinking and planning, innovation and creativity for start-ups in the U.S. Europe and Latin America in Spanish and English
- Designing and developing Senior Leadership Program for European Execs in collaboration with the Center for Creative Leadership, Greensboro, NC
- Training and supervising leadership coaches in U.S. and Latin America

Technología Administrativa Moderna Mexico City, MX 1983-1995
Founding Partner (Assessment based leadership and team development)

- Project management: First Leadership Program for Latin American Executives
- Providing leadership development for executive teams in 11 Latin countries in Spanish and English
- Presenting published research findings at national leadership forums

NOTEWORTHY CLIENTS

U.S. and Latin American regional offices of multinational organizations including: Goodyear, Procter & Gamble, Colgate, Dupont, Johnson & Johnson, Mennen, Black & Decker; BHP Billiton (U.S. and Chile), Bishop Estates (HI), CreditCorps (Peru)

HIGHER EDUCATION

United States International University Mexico City, MX
Master of Arts, Psychology

PROFESSIONAL CERTIFICATIONS

Dr. Dustin Sulak, healer.com, Maine, US 2019
Medical Cannabis Certification

British Coaching Supervision Academy London, UK 2014
Diploma, Coaching Supervision

Georgetown University Washington, DC 1995
Certification in Organization Development

COLORADO MED (Marijuana Enforcement Division) LICENSE # 89146