



CITY OF HERMOSA BEACH BOARD/COMMISSION APPLICATION

Name Of Board/Commission PUBLIC WORKS COMMISSION

Name Thor L. Legvold

Phone Number

Address

Email

Occupation/Profession Organizational Psychologist/Director of US Operations

Employer Name & Address

REFERENCES (Please List Three References)

Personal:

Professional:

Other:

COMMUNITY PARTICIPATION AND SERVICE (Past and Present)

Why do you wish to become a Commission member?

I think my diverse and well-rounded background could be an important contribution, both understanding how communities and organizations can best serve their members, as well as extensive experience living in other places and seeing the richness of public services on display and the possibilities available.

What do you feel are the duties and responsibilities of a Commission member?

As stated on the Hermosa Beach city website, the commission reviews and makes recommendations to the City Council on all capital improvement program projects. It also helps with developing and updating design guidelines for public improvements and other matters referred to the Commission by the City Council. Responsibilities include but are not limited to evaluating the benefits to the community both short and long term, including those for the locals who live here, but also visitors to our small pearl of a city. Incorporate the overarching vision and strategy for how the


Do you have any current obligations or responsibilities, which could be construed as a conflict of interest with your being a board/commission member? - Select -

If yes, please explain below:

Please add below or attach a resume with your education, employment, memberships, past activities, and other experience that you feel would qualify you as a Board/Commission member.

Rèsumé attached. Volunteering experience includes Do Good Bus - participant, regular trips helping various LA local communities in a variety of ways; Midnight Mission - volunteered every week in the kitchen, preparing meals for the homeless; SIOP - serve as a mentor to younger/less experienced colleagues.

Board/Commission	Meeting Location	Meeting Schedule
Building Board of Appeals	City Council Chambers	Second Monday of each month at 7 p.m.
Civil Service Board	City Council Chambers	Third Wednesday of each month at 5 p.m.
Parks, Recreation & Community Advisory Commission	City Council Chambers	First Tuesday of each month at 7 p.m.
Planning Commission	City Council Chambers	Third Tuesday of each month at 7 p.m. (in December meeting is on the second Monday)
Public Works Commission	City Council Chambers	Third Wednesday of odd-numbered months (January, March, May, July, September, and November) at 7 p.m.

Do you foresee any scheduling problems that might cause you to miss meetings? NO 

How long have you lived in Hermosa Beach? Just over 3 years

Additional comments:

Looking forward to finding a forum in which I can give back to the community of which I am a part.

Signature



Date: 05/02/2022

Last Updated

Thor L. Legvold, Psy.D.

██████████ | ██████████ | ██████████) | www.legvoldconsulting.com
www.linkedin.com/in/thor-l-legvold

Industrial-Organizational Psychologist **Helping Leaders, Teams and Organizations Find Their Own Ideal Solutions**

SPECIALIZING IN:

Global Organizational Development | Talent Management | 360 Assessment | Change Management
Leadership & Team Effectiveness | Executive Coaching | Tailored Strategy Design and Implementation

EXPERIENCE

Director of US Operations | Boost.ai, Inc. | 01.2020 – Present

Boost.ai specializes in enterprise-grade conversational artificial intelligence (AI). Inventor of the world's most scalable conversational AI platform, Boost.ai empowers enterprises to automate customer service and internal support channels, enhance human efficiency and drive revenue with proprietary self-learning AI and a no-code solution that's quick to deploy, easy to learn and highly scalable.

- Responsible for ensuring smooth, consistent operations at all levels of the organization and alignment with policies and strategies between the US office and HQ.
- Develop an organization and culture that fits the startup we are yet will scale as we grow and expand.
- Report to CEO, work alongside VP of sales to lead and develop an agile and effective US organization.
- Develop the organization, it's policies, processes, perform leadership and team development.

Senior Consultant/Regional Market Strategist | AIIR Consulting | 02.2018 – Present

AIIR Consulting is a global leadership development consultancy dedicated to increasing the effectiveness and performance of leaders, teams and organizations.

- Assess and coach C-Suite and senior level executives in Fortune 500 companies; design and deliver leadership development and team effectiveness programs in collaboration with stakeholders and organizational goals
- Implement and deliver on plans and manage projects, ensure that stakeholder buy-in and engagement are maintained, and that long-term behavioral change occurs
- Develop team of west coast consultants to increase market share in important California business hubs, network and generate new business, participate in and lead regular colleague-based mentoring

Senior Consultant | Bjørnson Organizational Psychologists | 05.2017 – Present

Work with multinational corporate clients, develop 360° needs assessments to determine performance gaps across all levels within the organization, collaborate with stakeholders to design and implement development programs that address these challenges. Manage projects and secure stakeholder engagement, generate new business and develop new products.

- Assess and coach C-Suite level executives; diagnose, design and deliver leadership, team, and global organizational design and development to maximize leadership impact and effectiveness
- Manage talent, perform change management, strategy development, facilitate conflict management, cross cultural communication and integration of geographically spread teams and locations
- New business development, conduct ongoing program evaluation to ensure continual improvement, new product development

Senior Consultant | Organizational Psychologist | Assessit | 03.2015 – 03.2017

Assessit is a pan-Scandinavian consultancy specializing in executive search and selection and organizational & leadership development. I worked with private and public sector clients to improve leadership, organizational climate and culture, efficiency and profitability, as well as facilitate and develop global cross-cultural teams.

- Executed Senior Executive assessments and selection. Performed coaching in private-sector firms, leadership and team development with both private- and public-sector clients nationally and internationally
- Collaborated with clients to assess needs, design and implement development solutions at the leader, team and organizational level, ran assessment center programs on behalf of clients
- As Project Lead, consistently mentor colleagues and manage program resources across multiple projects
- Identified potential customers by networking at trade and industry gatherings, create and deliver partnership proposals tailored to customer needs and business goals
- Followed up with post-program evaluation to ensure lasting client impact and explore additional partnership opportunities
- Expanded new product areas and concepts based upon research and analysis of market and industry trends
- Managed the team's client portfolio of recurrent and new business

Senior Psychology Specialist | STAVANGER UNIVERSITY HOSPITAL | 08.2010 – 01.2015

Provided outpatient treatment of patients with various disorders, supervised less experienced staff.

- Assessed patient needs, determined diagnosis and tailored treatment plans, monitored progress, reported and documented treatments and effects
- Participated in cross-disciplinary treatment team collaboration, supervised and coached non-specialist colleagues
- Obtained EMDR training and certification

Technical Director | MEMNON (SONY) | 09.2006 – 01.2010 (Management for hire)

Memnon (Sony) is a local division of one of the EU's largest digital assets management companies.

- Recruited, trained and managed Engineer team; designed and equipped facilities in accordance with internationally established standards
- Established standard operating procedures for asset management based in accordance with international standards and best practices
- Partnered with third party companies, customers, and technical committees to effectively develop and implement worldwide industry standards

Consulting Organizational Psychologist | KIRKEGATE PSYKOLOGKONTOR | 03.2003 – 03.2015

Coordinated with clients in SME and startup markets to tailor development programs centered on entrepreneurship, leadership, communication, culture, diversity and inclusion, teams, and conflict management.

- Provided assessment of individuals and teams with follow-up feedback and intervention tailored to client needs and assessment results, designed and conducted organizational development programs.
- Organized and helmed seminars and workshops focused on identifying and addressing major industry trends and challenges, including leadership, cross-cultural and communication strategies.
- Designed and delivered entrepreneurship programs to immigrants and locals, facilitated diversity and inclusion among individuals and organizations
- Concurrently managed private clinical practice

Senior Consultant/Organizational Psychologist | NORWEGIAN ROYAL MAIL | 10.2000 – 01.2003

I was part of the team of organizational psychologists who assisted the Norwegian Postal Service in reaching its goal of concurrent privatization and downsizing 1/3rd of its workforce. Large-scale OD focus.

- Developed multiple programs and strategies, implementing change, crisis, and conflict-management strategies and values-based leadership to strengthen the leadership impact and organizational effectiveness during restructuring
- Achieved leadership development initiatives and stakeholder engagement via coaching and mentoring of management at all levels, balanced stakeholder objectives between owners, union and government, ensured organizational adherence to national laws and regulations
- Enacted national “Inclusive Workplace” program to follow up and reduce consequences of employees on long-term leave of absence

Guest Lecturer/Professor

Served as a guest lecturer/professor on a variety of subjects for students at the graduate level for:

- Sveučilište u Zagrebu / University of Zagreb, Croatia
- Universitetet i Stavanger / University of Stavanger, Norway
- USC - University of Southern California, USA
- The Chicago School of Professional Psychology, USA

EDUCATION AND ACCREDITATIONS

- Bachelor of the Arts, Psychology (minor in Art) | CAL STATE NORTHRIDGE
- Doctorate of Psychology | UNIVERSITY OF BERGEN, NORWAY
- Post-Graduate Specialization as Industrial-Organizational Psychologist | 2008
- Red Cross Emergency Response Unit (ERU) | RED CROSS WORC, 2012 - 2018
- EMDR certified practitioner | EMDR Europe, 2014

COMPETENCIES

- **Multilingual** and fluent in English, Scandinavian languages (Norwegian, Swedish, Danish), both written and oral, with intermediate ability in Balkan languages (Croatian, Bosnian, Serbian), Portuguese, and French
- **Assessment certification** in Hogan, SHL OPQ32, Cut-E batteries, JTI/MBTI, Team Effectiveness Survey, Coaching Mindset Index
- **eLearning and Content Creation Systems Tools** including Apple iWork, Adobe Creative Suite, AV software (Nuendo, soundBlade, Resolve, etc); familiar with R statistical analysis programming language
- **Microsoft Office Tools** including Word, Excel, PowerPoint, and Outlook
- **MacOS Productivity & Planning Tools** including OmniPlan, Daylite, FileMaker Pro and Keynote

EXTRACURRICULARS

- **Founder/Managing Director, Sonovo Mastering**
Fulfilled a youthful dream of opening my own sound studio. Identified a niche in the market and established a business strategy. Increased sales by between 50-100% annually the first 5 years. Worked with top tier Norwegian and international artists, Grammy nominated 4 times, one win. Responsible for overall growth strategy, brand identity, marketing, sales. Recruited, trained and managed staff with a specific focus on bringing more women into a male-dominated industry. Took on projects as consultant to establish other studios, including choice of gear, establish routines and train employees. Presented own work on panels and seminars at international conferences. Prepared and taught university courses for graduate level students.

- **Published Photographer.** Have had a number of photographs published as a freelancer in multiple international publications.
- **Chinese Martial Arts**, have practiced and taught for over 20 years, expanded our brand from one to six clubs across Norway, plus a satellite club in the USA. Participated in and organized events and competitions.
- **Classic cars.** Restored a vintage Maserati with my son, wrote a blog documenting it and contributed articles to the Maserati Club magazine, *Viale Ciro Menotti*. One of the few people who can sync and tune multiple Weber carburetors on a V8 or V12 engine.

REFERENCES

Available upon request.