

# Timothy Borne, MA

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## LINKS

[LinkedIn](#)

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**PRO FILE** Accomplished, experienced, skilled Human Resources Executive Leader, Change Management and Organizational Development practitioner.

## EMPLOYMENT HISTORY

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Jul 2015 — Apr 2021	Chief of Staff & Vice President of Human Resources, Northwest Permanente, PC	Portland, OR
	Ensured corporate strategies were effectively executed upon across all major entities. Served as top executive leader accountable for an administrative workforce of over 300 professionals. Accountable for the people operations of a 2000+ employees.	
Jan 2012 — Jul 2015	Director of Corporate Communications, Northwest Permanente, PC	Portland, OR
	Design, build and deliver multi-year strategy, communication infrastructure, and multi-channel delivery mechanisms to increase understanding, engagement, and support of organizational goals, priorities, and measures of success. Provide change management and organizational development expertise and support to executive leadership and board of directors.	
Jan 2010 — Jan 2012	Executive Performance Consultant, Northwest Permanente, PC	Portland, OR
	Provide executive coaching to senior leaders, deliver communication and bedside manner training expertise to physicians across all specialties. Provide strategic planning and change management expertise to organization.	
Feb 2006 — Jan 2010	Director of Learning and Organizational Development, Kaiser Permanente Northwest	Portland, OR
	Managed a large complex organizational effectiveness department with the primary mission of supporting a large care delivery system with organizational development and change management expertise.	
Jan 1997 — Dec 1998	Manager of Organizational Effectiveness, Group Health Cooperative	Spokane, WA
	Managed an organizational development and training department as part of human resource support for a large integrated healthcare delivery system.	
Jan 1994—Dec 1998	Manager of Professional Development, Kaiser Permanente Northwest	Portland, OR
	Responsible for the design and delivery of a professional development program for a workforce of 8000 employees. This included the hiring and supervising of over 40 faculty, management of a multi-million-dollar budget, and annual curriculum design and management.	

## EDUCATION

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2011	MA, Marylhurst University <b>Master's Degree in Organizational Behavior</b>	Lake Oswego, OR
1992	BA, Marylhurst University <b>Bachelor of Art in Human Communication</b>	Lake Oswego, OR

## FACULTY Positions

Adjunct Professor, Graduate Program, master's in health administration, at Pacific University  
Faculty of Bayer Institute Patient/Physician Communication

PUBLICATIONS

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2011 “The Evolution of Leadership Mastery”, by Tim Borne, published Marylhurst University, School of Interdisciplinary Studies

2015 “The Art and Science of Story Telling”, by Tim Borne, Permanente Journal.

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