



Robert DiBacco

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Professional History

Co-Founder / Chief Executive Officer

2019 Lotus Training & Consulting Group, Scottsdale, AZ

- Lead the development and implementation of data driven, personalized solutions for education, nonprofit and corporate partners
- Manage business development and partner relationships

Co-Founder / Chief Operating & Financial Officer

2012-2019 Center for Student Achievement, Phoenix, AZ

- Founded a nonprofit education services and research organization to support district and charter school improvement and learning across the US
- Scaled programs and services resulting in revenues of \$1.2 million
- Managed and executed a non-partisan research agenda on K-12 public schools
- Led the development of interactive, user-friendly data tools that put information in the hands of the end user
- Impact FY2018: supported 61 schools, serving over 20,000 students. 72% of schools earned an A, B or C letter grade and 73% maintained or improved their grade from the previous year

Chief Operating & Financial Officer

2010-2019 Arizona Charter Schools Association, Phoenix, AZ

- Created mission aligned, multi-year strategic plans and designed donor strategy to fund Association vision
- Managed internal finance functions/staff and directed the Association's auditors, bankers, insurance brokers and legal counsel
- Guided board of directors finance committee and created financial strategies and policies resulting in a five-fold increase in operating reserves and clean audits
- Analyzed school facility financing options for \$15M--\$30M USD projects and helped members negotiate fee structure resulting in savings in excess of \$1M USD
- Provided operational, marketing and financial guidance to member schools and mediated interactions with governmental entities
- Established self-funded health benefits pool for member schools resulting in a tripling of participation and an average premium savings of 20%
- Negotiated contracts with Fortune 500 companies providing over \$1M USD in savings to member schools
- Prepared detailed budgets and managed yearly revenues of approximately \$3M USD
- Led Association through growth stage resulting in doubling of staff and a 25% increase in revenues
- Restructured fee for service programs that increased earned revenue to 70%
- Negotiated financing and secured purchase of an office building reducing overhead costs by 15%

Consultant

2010 Thunderbird Emerging Markets Laboratory, Lima, Peru

- Initiated development of dynamic lending model to be used by microfinance institutions
- Analyzed data to develop a business acceleration strategy for women micro-entrepreneurs
- Completed feasibility study detailing methodology for implementation of one-to-one mentoring program

Director of Outdoor Education

2007-2009 The Orme School of Arizona, Mayer, AZ

- Restructured outdoor education program to increase quality and reduced costs by 20%
- Coordinated events to integrate international students and increased enrollment by 10%
- Assisted in standardizing course curriculums to ensure consistency and continuity

Founder / Director

2000-2007 The Gaia School, Olmué, Chile / Buenos Aires, Argentina

- Developed and implemented recruitment and marketing strategy throughout North America and successfully branded The Gaia School as a high-quality provider of study abroad programs
- Prepared detailed budgets and managed yearly revenues of approximately \$750,000 USD
- Increased student enrollment (from 15 students in 2001 to over 200 students in 2007)
- Interviewed, hired, and trained staff, motivating a group of 15 employees
- Set strategic vision of organization and executed operational plan resulting in a 0% incident rate over an eight-year period
- Negotiated long-term service contracts reducing expenses by 15%

Financial Analyst / Underwriter

1997-1999 Travelers, Toronto, Canada

- Promoted from Financial Analyst to Underwriter after one year
- Generated over \$1M CAD in premiums through building broker and client relationships
- Increased account portfolio from 50 to 60 clients within one year
- Analyzed and rated the risk of construction companies with revenues of \$20M-\$250M CAD

Director of Athletics & Travel

Summers 1995-1997 The American School in Switzerland, Lugano, Switzerland

- Promoted from Counselor to Director of Athletics & Travel after one summer
- Doubled travel location options for approximately 400 students and coordinated travel logistics across five different countries
- Negotiated travel contracts for trips within Europe and increased profit margins by 15%
- Led multicultural team to restructure travel program and reduced expenses by 10%

Education

2010 Thunderbird School of Global Management, Phoenix, AZ

- Master of Business Administration
- Awarded Thunderbird Student Scholarship for outstanding academic achievement

1997 Ivey Business School / Western University, London, Canada

- Honors BA in Business Administration
- Member, Men's Varsity Soccer Team (1993 National Bronze Medal)

1996 Escuela Superior de Administración y Dirección de Empresas (ESADE), Barcelona, Spain

- International marketing & finance

Other Experience & Skills

- Fluent in English, Spanish; proficient in French, Italian
- Proficient in website design (WordPress), CRM software (Salesforce), accounting software (QuickBooks), Adobe CS and MS 365 cloud services
- Board member, Arizona Charter Academy (2011--2017)
- Pro-Bono Consultant, Phoenix Collegiate Academy (2010)
- Volunteer, Santa Teresa Orphanage, Chile (2003--2008)