



Tod "Gip" B R O W N

PROJECT DIRECTOR

Tod "Gip" Brown joins The Pacific Institute following a 28-year career with the State of New Mexico's human resources department. Gip's public service tenure included work "in the trenches" as a human resources analyst for all executive agencies and as a high level manager over operations. His state service culminated with a gubernatorial appointment to the Cabinet-level position of State Personnel Director.

Gip's opportunity to experience, up close, the human side of this complex organization and at the same time gain the confidence of six successive governors, dozens of changing political appointees, hundreds of legislators, and thousands of employees, has given him a legacy of credibility that is second to none. As State Personnel Director, Gip embarked on a government-wide re-engineering of the state's human resource systems. This massive initiative brought him into contact with The Pacific Institute's curricula. He subscribes the success of this paradigm shift to the Institute's concepts he learned and applied.

Gip has directly experienced the power of these concepts to produce what was formerly termed "impossible" – a comprehensive re-imagining of the human resource infrastructure, including classification, compensation, performance management, information technology, professional growth and leadership development – all without additional funding!

Today, Gip brings his professional experience and personal commitment to The Pacific Institute as a Project Director, facilitator, and speaker. His results-oriented background, coupled with his abiding love of the people and cultures of the American Southwest, afford his clients a rare blend of what is so badly needed today – a 21st century response, grounded in an appreciation for our human heritage.

Gip and Patricia, his wife, live in an historic adobe hacienda north of Santa Fe, NM in the foothills of the Sangre de Cristo Mountains.



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