



Summary

CEO/President of Sandra Hughes Strategies, Ltd. partnering with clients primarily in technology and risk-based professions on custom solutions to increase business, leadership and/or personal development. More than 35 years experience in successful business transformation and leadership with Procter & Gamble, now enabling others to also realize their full potential. Since 'reWirement' in 2012, a portfolio career adds leadership roles in philanthropy as well as certifications with the International Coaching Federation and the Center for Creative Leadership.

Awards

2012 International Vanguard Award for Privacy -- Corporate Practitioner, International Association of Privacy Professionals
2012 Lifetime Achievement Woman of Influence, Executive Women's Forum
2014 Woman of Influence, Cincinnati Venue Magazine

Key Accomplishments

- Increased Leadership Presence and Influence capability within Regulatory & Compliance organization of regional utility company.
- Led Strategic Planning with Social Venture Partners, increasing sustainable capability that improves the Cincinnati community
- Partnered to create a framework for Business Continuity and enterprise Risk with major local hospital system
- Provided strategic review and advice for the Global Privacy Office of a Fortune 50 multinational corporation.
- Assessed risks and mitigation plans for the Boards of two major Cincinnati non-profit organizations.
- Coached individuals in leadership skills to develop "bench-strength" for Succession Plan strategy in local medium-size business
- Built an externally recognized gold-standard Global Privacy Program including policies and procedures for P&G.
- Envisioned and created a tool and process enabling P&G project leaders of new product and services to build compliance risk management into design and execution plans, avoiding costly delays and rework before launch. (iRisk, Patent Pending).
- Recommended strategies to elevate awareness and priority while leading Ethics & Compliance at P&G globally across product divisions and geographies for all types of regulations—126,000 employees in 80 countries.
- Created global policy of principles and standards for employee use of Social Media internally and externally at P&G.
- Co-led team of manufacturers and retailers to create self-regulatory program within the supply chain industry for responsible use of Radio Frequency Identification Technology. Reapplied to cross-industry effort in US and Europe.
- Led Board of Directors for International Association of Privacy Professionals (IAPP) through process to analyze competitive business intelligence, set objectives, goals, strategies and measures enabling exponential growth.
- **Led systems and process improvements of non-policy related areas for over 20 years in Germany, Belgium and US.**

Board Positions

Board Chair: Social Venture Partners--Cincinnati (2014 - current)
Corporate Board Secretary, Advisory Board Member: Future of Privacy Forum (2013-current)
Board Secretary/Treasurer: International Coach Federation Ohio Valley (2015 - current)
Advisory Board Member: National Cyber Security Alliance Data Privacy Day (2013 - current)
Advisory Board Member: Executive Women's Forum for Risk Management, Information Security and Privacy (2013 - current)
Co-founder, Executive Women in Privacy (2009 - current)
Board Chair, Audit Committee: International Association of Privacy Professionals (2004-2010)

Additional Qualifications

Associate Certified Coach (ACC) and member, International Coach Federation
Certified Information Privacy Professional (CIPP), former Certified Compliance & Ethics Professional (CCEP)
Certified 360 Assessments facilitator: Center for Creative Leadership (CCL)
Speaker: "Risks. Repercussions. Reputation" to Cincinnati Chamber, Better Business Bureau, Association Corporate Council

Education

B.S. Systems Analysis, Miami University, Oxford OH
Advanced Corporate Coach University