

ERIK FROYD, MBA

Erik has over 25 years of experience developing high performance teams and organizations that span corporate, community and non-profit organizations. His areas of expertise include finance, human resources, management reporting and business process redesign. After 12 years directing business process improvement and automation for the Microsoft Corporation, he turned his sights to sustainable food production and resource conservation. His passion for developing high performance teams, effective business processes and organizational alignment with a clear vision led him to his current role as President of Milepost Consulting, where he leads a mission-driven organization that achieves big-impact outcomes for clients.

EXPERIENCE

President | Milepost Consulting, Inc.

Leading the market expansion of Milepost into the Southeast United States and Central Coast region in California. Priority focus is on employee development, internal process improvement and maturation, expansion of marketing and communications function, upgrade of back-office systems. Ongoing work with leadership team to ensure alignment of company talent and priorities with company vision and strategies and client objectives. Actively involved, certified B Corporation, reinforcing Milepost as a mission-driven, socially responsible organization.

Chief Financial Officer | Milepost Consulting, Inc.

Developed and implemented Northwest expansion plan for company. Responsible for scaling all back-office operations to support staffing increases and financial growth plan. Developed expansion plan for the Southeast United States, including bringing a regional office online. Additional responsibilities include strategic planning in conjunction with other company directors, project budget development, and content expertise in the areas of financial analysis and management reporting on client-facing projects.

Founding Partner | Common Fields, LLC

Managing Partner for consultancy leading the effort to create standard indicators and reporting processes for environmental and social performance data in the production agriculture sector. Projects have included baseline performance assessments for both large producers and on behalf of commodity groups, annual performance assessment and reporting for agriculture production clients, greenhouse gas inventories and carbon footprint reports for producers and on behalf of commodity groups.

Project Manager

Quantifying Carbon Emissions and Sequestration | National Mango Board

Developed and managed the baseline sustainability assessment and reporting project on behalf of the U.S. Mango Industry. The project included a complete review of environmental and social performance criteria of the U.S./Mexico mango supply chain. Project deliverables also included a greenhouse gas inventory and net carbon footprint calculation for a kilogram of mangos produced in Mexico and imported by the U.S.

Project Manager

EDUCATION

PRESIDIO GRADUATE SCHOOL
MBA, Sustainable Business
Operations

PRESENTATIONS

AMHPAC-MEXICAN ASSOCIATION
OF PROTECTED HORTICULTURE,
GUADALAJARA 2012.

Invited Speaker: Integrating
Sustainability into Production
Agriculture

SOCIAL VENTURE CAPITAL
CONFERENCE, MIAMI, FL 2010

Panel Member: Forestation Issues in
the New Economy

CARBON MARKETS AND CARBON
FINANCE, MEXICO CITY, 2009

Invited Presenter: Designing small
scale REDD projects to benefit
community development programs

CIVIC LEADERSHIP

CONSERVATION THROUGH
RESEARCH, EDUCATION AND
ACTION (CREA)

Currently serving on Board of
Directors for nonprofit that manages
community development, subsistence
agriculture and sustainable forestry
programs in Panama.

WORLDBIKE

Served on Board of Directors from
2007 – 2010. Nonprofit focused on
mobility issues in Western Africa.

PARTNERSHIP FOR A SUSTAINABLE METHOW

Board President 2004 – 2006.
Nonprofit providing financial and
program support for sustainable
forestry and agriculture start-ups in
North Central Washington.

KING COUNTY MASTER GARDENERS

Program volunteer 2002 – 2005

Measuring, Analyzing and Reporting on Environmental Performance Data | NatureSweet, Ltd

Milepost designed and implemented sustainability assessment criteria and data gathering tools for baseline performance evaluation. We developed data analysis tools, managed report design and creation, presented project findings to the CEO and leadership team, and continues to support NatureSweet's sustainability strategy deployment and annual program measurement and evaluation process.

Project Manager

Benchmarking Industry Emissions Data | Microsoft Corporation

Project lead on engagement to benchmark high-tech industry process and boundaries for establishing greenhouse gas emissions reduction targets. Project includes primary data gathering and analysis, secondary data review, benchmark report and report presentation.

Project Manager

Improving Data Quality Through Process Improvements | NatureSweet, Ltd

Design and implementation of sustainability data quality management system for the company's seven facilities and 4,000+ staff. Business processes were mapped and reporting requirements updated to meet the organization's evolving sustainability strategy in order to phase out a decentralized excel-based system. With user input into the design process and full user training delivered as part of implementation the data quality management system allows for greater efficiency and accuracy for data collection across the enterprise as well as real-time reporting of company performance against key sustainability indicators.

Lecturer | University of Vermont & Bisk Education

A 7-part lecture series was developed and delivered as part of UVM's Master Certificate program in Sustainable Business. The curriculum focus was on sustainable agriculture, and the lecture components included organic agriculture, genetically modified crops, key components and performance indicators for sustainable agriculture, and measurement and reporting standards for sustainable agriculture. Content was delivered via studio filming sessions supported by a complete set of curriculum documentation including research bibliography and recommended readings for students.

Director | Microsoft

During a 12 year tenure at Microsoft performed work as a project manager and group product manager, fulfilling the function of representing business unit system requirements to the information technology system development teams. As a Director, provided overall strategy and leadership to product management teams responsible for internal system requirements documentation and coordination with information technology development teams.

Military | U.S. Army

Active Duty 1981 – 1983, Military Police. Inactive Reserves 1984 – 1988 while in college. Washington National Guard 1990 – 1992.