

# John T. Laadt

## *Education*

**New York University, Robert F. Wagner School of Public Service**  
*Candidate, Master of Public Administration, Public and Nonprofit Management*

**New York, NY**  
*Degree Expected September 2021*

**Specialization:** Management and Leadership

- Chair, Wagner Management and Leadership Organization
- Chair, Wagner Student Association Elections Committee

**Relevant Coursework Completed:**

- Performance Measurement and Management for Public, Non-Profit and Healthcare Organizations
- Inclusive Leadership
- Strategic Management and Leadership
- Human Resources: Leading Talent Development

**Thesis Topic:** “Creating Lasting Public Sector Talent Pipelines: Leveraging Government-Higher Education Networks to Recruit the Next Generation of Public Service Leaders”

**Boston College, College of Arts and Sciences**

*Bachelor of Arts, Dean’s List*

**Chestnut Hill, MA**

*Class of 2013*

**Majors:** Political Science, History; **Minor:** Environmental Studies

## *Professional Experience*

**Biden for President**

*WI Deputy State Director*

**Boston, MA/Milwaukee, WI**

*July – December 2020*

- Served as chief of staff to the recount effort; advised State Director and Recount Director on recount planning and team structure; developed systems to track deliverables and foster communication across five workstreams
- Developed long-term planning framework to ensure all activity across 11 departments aligned with our strategic imperatives
- Created scalable internal processes and protocols for cross-departmental communication, planning and executing events, surrogate requests, in-person principal/surrogate travel, endorser/program participant vetting, and in-person health and safety approvals
- Managed a team of three FTEs who oversaw principal/surrogate travel and virtual/in-person events; hosted over 200 virtual events and eight trips, reaching tens of thousands of supporters, and directly engaging over 15,000 new volunteer leads
  - Virtual programming represented 18% of all produced state events the campaign held nationwide

*Great Lakes States Lead*

*March 2020 – July 2020*

- Oversaw team of seven who were responsible for campaign engagement in eight midwestern states, including WI, MI, MN, and IA; led program planning efforts and drafted engagement plans for competitive states ahead of general election

*Massachusetts State Director*

- Led state primary efforts and developed endorsement, mobilization and earned media strategies to successfully win the primary with 37% of the vote
- Designed a full- and part-time fellowship program to supplement limited staffing and recruited over 20 students who led mobilization efforts and engaged over 4,000 volunteers
- Served as political point of contact for the campaign across the Northeast and secured over 125 endorsements from elected officials in MA and over 35 more from elected officials in CT, ME, RI, and VT

**HR&A Advisors, Inc.**

*Summer Fellow*

**New York, NY**

*June – August 2019*

- Advised on and prepared census campaign proposal to administer \$2 million fund to target 1.1 million hard-to-count residents in Cook County, IL to maximize reach of 2020 census count effort
- Developed organizational structure for association of Puerto Rican mayors to assist in federal lobbying efforts

**Committee to Elect Martin J. Walsh**

*Campaign Manager, Marty for Boston 2017*

**Boston, MA**

*March 2017 – January 2018*

- Developed and implemented campaign plan to successfully win re-election with over 66% of the vote
  - Mobilized a network of 2,200 volunteers who knocked more than 200,000 doors and made over one million calls
  - Integrated digital outreach into field plan, becoming first major campaign to use SMS to both ID and turn out voters

- Responsible for operations of the campaign; oversaw a team of 26 employees and managed a \$2.25 million budget
  - Supervised creation of earned media plan, set objectives and tracked deliverables from outside consultants
- Served as on-record spokesperson for candidate in press and in public; earned commitments from over 150 elected officials, advocacy groups, labor unions and key influencers to maximize candidates' broad appeal to numerous constituencies

## **City of Boston**

**Boston, MA**

*Director, Boston 311*

*December 2016 – March 2017*

- Oversaw department with a \$1 million budget and 22 FTEs handling over 650 calls and 800 constituent service requests daily
  - Managed City's response during winter storms and other emergencies; assigned priorities to proper agencies to ensure safety and security of residents
- Developed and deployed a strategic plan for 2017 to increase nationally ranked service level from 92% to 95% through aggressive performance management, staffing increases and implementation of 24/7 language access line
  - Established standardized performance management structure with regular leadership, staff and one-on-one meetings assessing strengths and weaknesses related to employee performance and action steps to improve upon
- Updated and operationalized emergency continuity of operations planning ensuring continuous service in the event of disruptions to City Hall operations

*Special Assistant/Sustainability Advisor, Environment, Energy and Open Space Cabinet*

*September 2015 – July 2016*

- Served as primary aide to the Chief; acted as intergovernmental liaison and point of contact for city and mayoral participation in international conferences; secured mayoral keynote address at US-China Climate Summit in Beijing
- Oversaw FEMA flood insurance risk map outreach efforts; managed 15 AmeriCorps members and volunteers to directly reach over 9,000 households and held over 1,000 one-on-one conversations with affected property owners
- Secured funding and buy-in from City departments and local foundation to conceptualize a \$350k urban agriculture re-entry jobs training program to support 25 trainees and five local farmer's markets

*Mayor's Liaison to Allston-Brighton, Mayor's Office of Neighborhood Services*

*January 2014 – August 2015*

- Liaised between city agencies, community groups and five anchor institutions; represented Mayor on boards, committees, and stakeholder task forces; including the state-led I-90 Allston Interchange Realignment Task Force
- Served on-call 24/7; responded to 18 emergency situations and aided over 300 residents with housing relocation
- Spearheaded reform of zoning/licensing community input process; implemented formal 30-day feedback timeline; deployed GIS tool to accurately identify affected stakeholders; instituted three new forms of stakeholder engagement with city staff
- Emergency on-call 24/7; provided direct support to over 300 displaced residents during 18 emergency situations

## **Hillary for America**

**Boston, MA/South Central, PA**

*Regional Organizing Director, Lebanon and Lancaster Counties*

*July – November 2016*

- Managed a team of 13 organizers in three counties responsible for building a network of over 1,300 volunteers
  - Utilizing grassroots volunteer networks, registered over 4,000 new voters and contacted over 60,000 households to expand the electorate and increase voter turnout for Hillary Clinton and down ballot Democratic candidates
  - Established daily benchmarks utilizing data analytics and past performance to aide organizers in meeting weekly goals
- Executed three major campaign events including presidential and vice-presidential candidate events

*MA Primary Regional Organizing Director, Boston*

*February - March 2016*

- Rapidly drafted and deployed get out the vote plan, successfully winning in Boston by 19,898 votes; garnered 2,830 votes more than candidates' margin of victory statewide
- Managed 10 staging location teams and mobilized over 450 volunteers to contact over 20,000 households on Election Day