

# CHARLES W. LAINGEN

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**Objective** Coordinator, Leadership Development, University of Minnesota

**Summary** 21 years as a Naval Officer (Captain Select, U.S. Navy, Ret.), including: four years of cabinet-level strategic positioning as Special Assistant for Public Affairs, and Principal Speechwriter for two Secretaries of the Navy; and Commanding Officer of the Navy's premier helicopter training squadron. Communications Director for a high technology firm, and Director of the state's defense industry network. Executive communications for Lockheed Martin and other corporations. Exceptional leader with a proven record of creativity and motivational abilities. Specific skills:

- Leadership Development
- Innovation
- Communications
- Administration
- Collaboration and Network Building

## Accomplishments

**Leadership Development** As squadron Commanding Officer developed a large, diverse team from three military services, active duty and reserve, civil service, civilian contract and international employees that achieved new production highs, safety records, and nearly 100% retention for three years, well above the 30% goal. Earned Best Advanced Training Squadron and top safety award among 17.

Instrumental in the inception and creation of the state's Military Action Group (MAG), a council that initiated the first-ever collaborative legislative efforts of nearly 30 disparate Veteran support organizations. During its first two years, the Governor adopted the group's recommendations nearly in their entirety.

**Innovation** Successfully managed an unprecedented level of changes to the Navy's flight training program, which included: the first major curriculum revision in 20 years; implementation of the new Multi-Service Pilot Training System; restructuring of all administrative support from enlisted Navy to civilian contract employees; and the "Class Flow" system that raised class integrity from 35% to 80%, enhancing standardization and integrated leadership development.

**Communications** Wrote hundreds of speeches, Congressional testimony, briefing notes for national and international level meetings and consultations of the Navy and Defense Departments, all-Navy and all-Marine Corps greetings, and professional journal articles for two Secretaries of the Navy, the President, Cabinet officials, Members of Congress and other senior officials. Created first-ever speechwriting course for U.S. Supreme Court public affairs officials.

**Administration** Led a 300-person aviation training squadron to excellence. During a two-year period, reduced pilot time-to-train by 25%, increased flight training efficiency by 9%, and raised post-training entitlement (leave) time by 47%. These successes were achieved safely, while producing 22% more aviators.

**Collaboration and Network Building** Created the Defense Alliance, the first-ever state network for the defense and homeland security markets that expanded within three years to 240-plus corporate members, and linked business, government and academia, including numerous strategic collaborations with the University of Minnesota.

<b>Work History</b>	<p><b>Communications Director, Minnesota Wire &amp; Cable Co.</b>      <b>2004 – Present</b> St. Paul, Minnesota</p> <p>Responsible for Media/Public Relations, Marketing, Internal Communications strategy and actions, Training, Management Systems, Leadership Training, Production 5-S program, and operation of the Defense Alliance of Minnesota.</p> <p><b>Sole Proprietor, Laingen Communications</b>      <b>2004 – Present</b> St. Paul, Minnesota</p> <p>Write speeches, professional journal articles, executive correspondence, newsletters, marketing materials, and other internal / external communications for Lockheed Martin, Agusta-Westland, and other firms nationally.</p> <p><b>Commanding Officer, Training Squadron EIGHT (HT-8)</b>      <b>2001 - 2004</b> Pensacola, Florida</p> <p>Led one of two large (300-plus personnel) squadrons that produce all U.S. Navy, Marine Corps, Coast Guard and allied helicopter pilots. Responsible for an annual budget of 35,000 flight hours costing \$17.2 million, with 115 aircraft in a hazardous, advanced flight and academic training environment.</p> <p><b>Principal Speechwriter for the Secretary of the Navy</b>      <b>1997 - 2001</b> Pentagon, Washington, D.C.</p> <p>Responsible for crafting public and internal speeches, addresses, messages and policy, contributing to the strategic position of the Navy and Marine Corps.</p> <p><b>Admiral Arthur S. Moreau Scholar</b>      <b>1996 - 1997</b> Fletcher School of Law and Diplomacy, Tufts University, Boston</p> <p>One of the Navy's two annually-awarded Admiral Moreau Scholars, earning the Navy Sub-Specialty Code in National Security Policy for Ph.D. study.</p> <p><b>Previous work assignments:</b> Visiting lecturer for the Minnesota School of Business (Leadership in Business Communications), U of M Associate Professor of Naval Science, Officer-in-Charge, shipboard aircraft detachment worth \$32 million during combat in Operations Desert Shield and Desert Storm.</p>
<b>Affiliations</b>	<p>Co-Founder, Minnesota Military Action Group (MAG)      <b>2005 - Present</b></p> <p>Board of Advisors, Centre for Applied Leadership      <b>2005 - Present</b></p> <p>Board of Directors, Comfort for Courage nonprofit      <b>2006 - Present</b></p> <p>Chapter President, Navy League of the U.S., Twin Cities      <b>2004 - 2005</b></p>
<b>Education</b>	<p>U.S. Navy Ph.D. Study, National Security Policy      <b>1997</b> The Fletcher School of Law and Diplomacy, Ph.D. Program</p> <p>M.A. Public Affairs / International Relations      <b>1993</b> Hubert H. Humphrey Institute of Public Affairs, University of Minnesota Co-Awardee of the Humphrey Institute's Student Leadership Award</p> <p>B.A. International Relations, University of Minnesota      <b>1983</b></p>