

DIANA CABORI

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Organizational Leadership ♦ Business Development ♦ Program Management

PROFESSIONAL SUMMARY

Mission-driven and inclusive leader with over 20 years of experience advancing organizational impact through data-informed strategy, collaborative partnerships, and transformational leadership. Skilled at translating insights into community-centered initiatives that enhance equity, engagement, and long-term sustainability. Recognized for fostering authentic collaboration, empowering high-performing teams, and aligning strategy with mission to achieve measurable outcomes and enduring social impact. Guided by the belief that transformational leadership builds trust, innovation, and shared purpose, inspiring lasting change across organizations and communities.

PROFESSIONAL EXPERIENCE

CLEAResult – Arizona and Palo Alto, June 2025-Present

Program Manager

- **Program Management**
 - Lead end-to-end management of energy efficiency programs for utility clients, overseeing all phases from initiation through completion
 - Lead six concurrent residential energy efficiency programs for four utility partners generating between ~\$5M annually per program, ensuring compliance, client satisfaction, and measurable impact across multiple utility partners
 - Develop and manage complex budgets, maintaining financial performance within five percent of forecasts while aligning all program outcomes with client and regulatory priorities
 - Negotiate and implement contracts and amendments that reflect evolving community needs and ever-changing regulatory frameworks
- **Community and Stakeholder Engagement**
 - Build and sustain strategic partnerships with utility clients, nonprofits, civic organizations, and community leaders to align investments with regional priorities and long-term sustainability goals
 - Represent programs in stakeholder meetings, presenting data driven insights and impact narratives to diverse audiences, including executive and community leadership
 - Serve as a trusted advisor to regional partners, bridging technical and policy expertise to enhance equity, access, and community participation in energy programs
- **Cross Functional Leadership**
 - Direct teams of seven to fifteen professionals across operations, marketing, engineering, software, and business development, fostering collaboration and accountability
 - Facilitate collaboration across departments to design and launch energy efficiency programs that strengthen engagement, efficiency, and measurable outcomes

- **Impact Measurement and Performance Analysis**
 - Develop and implement metrics frameworks and dashboards to evaluate program effectiveness, energy savings, and return on investment
 - Use data insights to refine strategies, improve transparency, and communicate impact to partners and funders
 - Deliver monthly and quarterly performance briefings to clients and executives, linking quantitative outcomes to community impact narratives
- **Policy, Compliance, and Innovation**
 - Apply expertise in program compliance and state energy efficiency guidelines to ensure all initiatives meet regulatory and reporting standards
 - Lead continuous improvement initiatives that enhance program delivery, quality assurance, and community outcomes
 - Contribute to the development of frameworks and process innovations that strengthen program design and social impact results

Project Attain (formerly ProjectAttain! through Sacramento State), 2021-2023

Managing Director

- **Projects, Operations, Employee Engagement**
 - Led state, federal, and private grant application teams for successful awards such as Building Rural Community Learning Systems through CivicLab and Ascendium, Return to Earn with CA Attain and California Competes, CA Reconnect with InsideTrack, and \$18M California Regional K-16 Collaborative grant for Greater Sacramento
 - Launched project management and backbone team for the Sacramento Regional K-16 Collaborative grant
 - Conceptualized and implemented CRM for data management and external partner access for the Regional K-16 grant
 - Led local and regional convenings for adult educational attainment across the Degree-Certificate-Apprenticeship-Degree Networks
 - Created and led campaigns for educational attainment recruitment and launched the first-ever partnership, membership, and sponsorship programs
 - Created communication and marketing assets, strategy documents, and research synthesis to share with regional partners
 - Conceptualized, designed, and coordinated programs for adult learners to return and complete educational goals
 - Customized appreciative and trauma-informed advising approach to re-engaging adult learners for program navigators
 - Planned and executed annual Summer Summit to convene cross-sector partners for advancement of opportunities for adult learners, and produced yearly reports
- **Operations**
 - Led team of six from incubation at Sacramento State as an initiative to operation as a 501(c)(3)
 - Produced business plan and business-impact-mission model
 - Created funding mix model and led the budget team to determine a three-tier, aspirational model to reach game-changer status
 - Implemented organizational tools such as Monday.com, Microsoft, and Google Drive
 - Created and led information architecture and project management processes and workflows
 - Oversaw accounts payable, receivable, budget, and payroll
 - Created employment handbook, set HR policies, wrote job

descriptions, drafted and executed employment and vendor contracts

- Led recruitment, onboarding, and staffing agency relations
- Secured insurance policies and led nonprofit compliance efforts
- Secured technology partners and solutions, virtual and physical space, and established a data security plan with internal controls
- Facilitated core team meetings, weekly deep dives, and project debriefs

- **Employee Engagement**

- Designed and managed employee recognition programs to enhance engagement and retention.
- Led strategic initiatives focused on leadership development, operational efficiency, and cross-sector collaboration.
- Developed and facilitated training

Brandman University, 2012-2021

- **Senior Business Developer/Outreach**

- Developed partnerships with employers for employee benefits
- Contributed to sales program and collateral for enrollment lead generation and account partnerships for recruitment
- Team lead for the development of features for CRM for data management and sales reports
- Increased new accounts by 108% across California

- **Training and Development**

- Designed and led curriculum content and instructional design for continuing education courses in person and online
- Created business development and outreach processes for sales and account relations
- Increased new business by 117%

TEACHING EXPERIENCE

Rice University, November 2025-Present

Adjunct Professor, School of Business, MBA Program

- Management 510, Organizational Behavior

University of Massachusetts Global, 2014-Present

Adjunct Professor, School of Business and Professional Studies

- MBA Business Intelligence and Data Analysis Courses- Data Modeling and Project Planning, Project Implementation, Data Analysis for Decision-Making
- MBA and MAOL Leadership Courses- Research and Writing, Advanced Leadership, Leading Change, and Organizational Behavior

EDUCATION

- Diversity, Equity, and Belonging Training Certificate—Epoch Education
- Lean Business Canvas Model & Design Innovation—Sacramento State, Carlsen Center
- Doctorate, Organizational Leadership, emphasis on Transformational Change, Brandman University
- Master of Arts, Organizational Leadership, Chapman University
- Executive Nonprofit and For-Profit Leadership Certificate, Chapman University
- Bachelor of Science, Human Services, University of Phoenix

VOLUNTEER WORK

- Advisory Committee member for the Municipal Action Cohort to Reconnect Adults with Postsecondary Success sponsored by the National League of Cities (NLC) and Council for Adult and Experiential Learning (CAEL)
- Advisory Committee member for AltaMed
- Brandman Alumni Association