

# Damien Lehfeldt

For USA Fencing Board of Directors

## Statement

Thank you for considering me for your vote for At-Large Director in the 2023 USA Fencing Elections. I'm jumping into this election for one simple reason: I love this sport with all of my heart, you love this sport too, and you deserve leadership that shares the same priorities that you do.

- I believe the Board is in need of more candidates that operate in the spirit of inclusivity, transparency, and honesty.
- I believe the Board is in need of candidates who recognize that sexual violence in our sport is indeed an emergency, and one that must be addressed with urgency and expedience.
- I believe the Board is in need of more transparency, so that all decisions made are publicly communicated, justified, and not made via procedural loopholes that undermine membership's trust.
- And I believe the Board is in need of candidates that understand and recognize the demarcation that must exist between governance and operations.

I look forward to working with you to improve our sport.



## My Operating Principles

### Inclusivity

I believe in making fencing accessible to **all**, regardless of race, ethnicity, gender, sexual orientation, religion, or disability.

### Transparency

I pledge to make a blog post justifying *every single vote* I make and my rationale for doing so. I will regularly check-in with members via numerous forums to ensure they are listened to over the duration of my four-year term.

### Brutal Honesty

I will not always make the popular decision, but no matter what, I will always "face the music" and share my opinions with no fluff, both to my colleagues on the Board and my constituents as well.

## Governance Priorities

### Automatic Voting Rights for DEIB Chair

I will work to ensure our diversity, equity, inclusion, and belonging chair has a voting position on the Board. As a member of the Board, I will also work with my colleagues so that *every single committee* has DEIB representatives embedded.

### Embed Organizational Change Mgmt.

Any major changes being proposed by the Board impacting members will go through the science of organizational change management. Changes will be communicated to you, out in the open, and implemented only with member feedback.

### Fully Independent FenceSafe Process

If elected, I will work with my colleagues on the Board to de-politicize the FenceSafe disciplinary process and relinquish the Board's authority to influence the decisions of a disciplinary panel. Faith in the NGB to adjudicate fair decisions is of the utmost importance.

### Become a Data Driven Board

When the time comes to refresh the strategic plan for 2024 and beyond, I will use my expertise in strategy and analytics to establish firm, tangible, and measurable metrics to hold ourselves accountable while providing transparent targets to membership.

## My Experience

### Professional

- Navy Federal Credit Union – Enterprise Strategy & Change Management Team, Senior Manager (Present)
- Thought Logic Consulting – Managing Consultant, Change Management Leader
- Capital One – Manager, Organizational Effectiveness
- North Highland – Global Financial Services Practice
- Deloitte Consulting LLP – Change Management Consultant, Federal Human Capital

### Fencing

- Member for 28 years (Nova Fencing Club, DCFC)
- Current- National Team Director of Strategy/Analytics (Epee)
- Certified Maitre De L'Epee
- Founder/Editor in Chief of [The Fencing Coach](#)
- 2022 Spirit of Sport Winner (Region 6)
- USA Fencing Leadership Academy (2022-2023)
- N2 Rated Referee
- Has a DC Fencers Club Tattoo

## Select Endorsements

I have been endorsed by the following individuals:

- Peter Westbrook, OLY (and the Peter Westbrook Foundation)
- Iris Zimmerman, OLY
- Kamilla Gafurzianova, OLY
- Monika Aksamit, OLY
- Fencers of Color Network