**Lisa Silverberg, Principal, Process Matters, LLC**

I. EXPERTISE

###### **Planning and Facilitation**

Lisa provides skilled goals and outcomes planning, agenda design, and facilitation for short- and long-term dialogues such as creative brainstorming sessions, strategic planning retreats, and coalition efforts. Lisa supports dialogue among diverse stakeholders who share common interests. Lisa helps groups look through many lenses: work, communication and conflict styles, power analysis, racial justice, and others.

**Building Capacity / Managing Change**

Lisa encourages organizations to conduct a realistic assessment of their readiness for change, and then helps them map out how to grow, shift, and direct organizational energy and resources to support the proposed changes, whether that means letting go of or shifting resources, enhancing capacity of current efforts, or preparing to embark on a new direction.

**Coaching Leaders**

Through assessment and reflective practices, Lisa guides emerging and seasoned leaders in an exploration of their leadership style and their potential impact on others. Insights about motivations, work styles, unique strengths, and areas for potential growth, provide leaders opportunities to grow, to manage themselves and their programs/organizations more effectively, and to improve both the quality of their interactions with others and their own work experience.

##### **Strengthening Teams**

By applying models of group dynamics and group development, Lisa helps groups maximize their strengths and identify where they need to grow, resulting in enhanced team effectiveness and a more enjoyable group experience for all team members.

**Thinking Strategically / Planning Programs**

Lisa brings years of experience to effective program planning and program development. She partners with individual leaders and organizations to strategize how to achieve intended results of new initiatives. She helps groups clarify priorities, goals and objectives; imagine possibilities within their capacity; and develop effective, sustainable projects that take into account staff and organizational implications of new endeavors.

II. TRAINING/EDUCATION

* FEBI (Focus Energy Balance Indicator) Coaching Certification, - in progress
* Doug Silsbee: Presence Based Mentor Coaching Program, 2016
* Doug Silsbee: Presence Based Coaching 1 and 2, 2015-2016
* Strozzi Institute, Leadership in Action 1 and 2, 2014.
* Art of Transformational Consulting, Robert Gass, 2014
* Body=Brain (Mandy Blake) 2014
* Stratton, ILS Certification 2013.
* Thomas Kilmann Conflict Model Training, 2008
* Facilitating the Whole System in the Room, Janoff and Weisbord Training, May 2006
* Facilitating Community Change, Interaction Institute for Social Change, 2004-2005
* Technology of Participation: Group Facilitation, The Institute of Cultural Affairs, 2003
* Coaches Training Institute, Co-Active Coaching Advanced Curriculum, 2002.
* Organizational Self-Assessment Facilitator Training, The Drucker Foundation, 2002
* Myers Briggs Type Indicator, Certified as an MBTI Administrator by OKA, 2002.
* NTL, Introduction to Human Experience (Human Interaction Lab), 2001.
* Organizational Development Certificate, Georgetown University Center for Professional Development, September 2000.
* Master of Arts in Sociology: Gender and Family, and Education. The American University, Washington, DC, 1994,
* Master of Arts in English: American literature, teaching composition, & feminist theory. Georgetown University, Washington, DC, 1990.
* Bachelor of Science in Communication: Journalism/English; Summa Cum Laude. University of Miami, Miami, FL, 1989.

III. SELECT CLIENT LIST

* ABA Commission on Sexual and Domestic Violence
* Action for Healthy Kids
* America’s Essential Hospitals
* American Bird Conservancy
* Carroll County Youth Services Bureau
* Change to Win
* CitiDC (Technology for Nonprofits)
* Council of Chief State School Officers
* FamiliesUSA (health care policy)
* Healthcare Illinois (HCIIMK)
* Maryland Department of Education
* Men as Peacemakers
* Men Can Stop Rape
* Partnership for Working Families
* Planned Parenthood of Metropolitan Washington
* Public School Employees of Washington
* Responsible Endowments Coalition
* Robert Wood Johnson Foundation
* Service Employees International Union
* Vermont Network Against Domestic and Sexual Violence
* Veterans Administration

IV. PROFESSIONAL AFFILIATIONS

* International Coaching Federation
* ODNetwork / Chesapeake Bay Area Organizational Development Network (CBODN)
* Washington Post//Center for Nonprofit Advancement “Award for Excellence in Nonprofit Management,” Selection Committee Member 2003-2010

V. WORK HISTORY

* Principal, Process Matters, 2000-present
* Coaching Partnerships/Subcontractor roles, ongoing
  + Josh Stroup, QTS Performance Solutions
  + Claire Meany, Transformation Strategies
  + Brian Emerson, Riverstone Endeavors
  + Marcia Feola, Powerful Work
* National Training Director, HandsNet, 1996-1999
* Director of Programs, National Lesbian and Gay Health Association. 1994-1996
* Research Associate, Center for Women Policy Studies, 1993-1994
* Lecturer, The American University, 1992-1994
* Admissions Counselor/ Scholarship Coordinator, University of Miami, 1990-1992