

CHRISTOPHER SZECSEY

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CONSULTANT, TRAINER, FACILITATOR, & COACH IN CAPACITY ASSESSMENT & BUILDING, PARTNERING, and TRAINING FOR LOCAL LEADERS, TEAMS, ORGANIZATIONS, MULTI-STAKEHOLDER COLLABORATIVES, and PROJECTS/PROGRAMS

SUMMARY OF KEY AREAS OF EXPERIENCE AND SKILLS (1994-2020):

- Training, Facilitation, & Coaching for CBOs/nonprofits, organizations, foundations, & local & state government agencies;
- Project/program assessment, planning, management, monitoring, evaluation, & documentation;
- Technical/project and organizational capacity building, organizational learning/development/change, strategic & annual planning, leadership development through Coaching, team building, & staff/board development;
- Partnership/multi-stakeholder collaboratives/network development of nonprofits &/or with government;
- Training design & facilitation of participatory trainings and events for boards/staff, partner organizations, and collaboratives as well as training module development;
- Appreciative Inquiry (AI) applications: organizational learning/change; leadership/team development; multi-stakeholder collaboration; partnership/network building/strengthening; program planning & evaluation; systems development; & community mobilization for project/advocacy collaboration.

PROFESSIONAL EXPERIENCE:

1994-2020. Consultant, Trainer, & Facilitator: Assessment--Planning--Program & Organizational Capacity Building--Monitoring, Evaluation, & Learning--Change Management--Training Design and Modules. Selective USA assignments follow:

GLEN PRICE GROUP (GPG), CA. 7/2004-present. As Senior Associate, designing, managing, and facilitating different client projects, for strategic planning, capacity building, stakeholder collaboration for shared goals, etc. Recent *client projects*: Santa Clara Valley Water District-public agency strategic planning and organizational development, ConnectEd-nonprofit strategic planning, etc.

COUNCIL on AGING, Santa Rosa, CA. 10-11/2019: Planned and led process for multi-year strategic planning and year one operational planning, through the design and facilitation of two board and senior staff planning retreats.

STEWARDS OF THE COAST AND REDWOODS, Guerneville, CA. 9-11/2019: Planned, designed and facilitated nonprofit annual review of 2019 implementation for successes, challenges, etc. and supported 2020 annual planning of objectives and activities, based on original three year strategic plan, with Board of Directors, staff, and CA State Parks.

FREEDOM WITHIN PRISON PROJECT (Fw/inPP), Santa Cruz, CA, 4-6/19: Designed and facilitated training for nonprofit Board of Directors, as well as provided coaching support of new Executive Director, etc.

SANTA ROSA COMMUNITY HEALTH CENTERS (SRHC), Santa Rosa, CA. 3/19: Coached senior team leader in management and work prioritization.

DOVETAIL, Sebastopol, CA. 1-3/19. Designed and facilitated Board-staff retreat, while also supporting organizational capacity building, including teambuilding.

SANTA ROSA COMMUNITY HEALTH CENTERS (SRHC), Santa Rosa, CA. *12/2018-3/19*: Designed and facilitated Department of Behavioral Health and Mental health visionary group to clarify and plan stronger integration of services and systems at primary health sites on two levels of patient/clinic, and organizational wide systems.

STEWARDS OF THE COAST and REDWOODS, Guerneville, CA. *8/2018-1/2019*: Designed and facilitated nonprofit multi-year strategic planning with Board of Directors, staff, CA State Parks, and external stakeholders.

SANTA ROSA COMMUNITY HELATH CENTERS (SRHC), Santa Rosa, CA. *5-10/2018*. Designed and facilitated Cross-Site team building through a series of meetings/workshops, to develop Team Agreement doc of key elements, and provided support to senior leader.

SANTA ROSA COMMUNITY HELATH CENTERS (SRHC), Santa Rosa, CA. *3-11/2018*: Designed and facilitated clinic leadership team building through a series of meetings/workshops, to develop Team Agreement doc of key agreements for both team tasks and effective ways of working together.

WORLD CENTRIC, *Petaluma, CA. 9-10, 2018*. Designed and facilitated 2 ½ day staff retreat of “B” Benefit Company, to review work to date and plan future organizational changes, including focus on Impact through profit giving to social and environmental organizations.

MENTAL HEALTH ADVISORY BOARD/Kawahara & Associates, *Sonoma County, CA. 3-4/2018*: Designed and facilitated one day board retreat, as well as documented retreat key points/outcomes, and follow-up next steps.

GLOBAL STUDENT EMBASSY (GSE), *Berkeley, CA. 1-2/2018*: Supported Executive Director in designing strategic planning process for carrying-out work with board of directors and staff.

FREEDOM WITHIN PRISON PROJECT (Fw/inPP), *Santa Cruz, CA, 3/2016-12/17*: Provided technical assistance to Executive Director in nonprofit capacity assessment, organizational development, board development, etc.

WEST COUNTY COMMUNITY SERVICES (WCCS), *Guerneville, CA, 9/2017*: Designed and facilitated WCCS sponsored public meeting on homelessness to review emerging housing options and elicit stakeholder feedback.

GLOBAL STUDENT EMBASSY (GSE), *Berkeley, CA. 1-4/2017*: As Interim Executive Director of nonprofit, provided overall leadership and management of USA and international operations, and communications with board of directors, while recruiting new executive director.

NONSTOP ADMINISTRATIVE AND FINANCIAL SERVICES, *USA, 11/15-1/17*. Provided periodic services in nonprofit capacity-building and training, including administering nonprofit survey and presenting results.

WINDSOR WELLNESS PARTNERSHIP (WWP), *Windsor, CA, 9/14-11/16*. Designed and facilitated capacity-strengthening of community-based coordinated network of nonprofits, using Collective Impact approach, with internal capacity-building and community engagement efforts.

MUSIC TEACHERS ASSOCIATION OF CA, *Statewide, 9/15-7/16*. Designed and facilitated board of director’s shift from management to governance, and shift of board responsibilities to new executive director. Designed and delivered board effectiveness workshop and board assessment survey.

WEST COUNTY COMMUNITY SERVICES (WCCS), *Guerneville, CA, 3-5/16*: Designed and facilitated board-staff retreat, including board assessment and development, strategic planning, community engagement, etc. Provided follow-up organizational support.

SONOMA LAND TRUST, *Santa Rosa, CA, 8/15*. Designed and facilitated two-day staff retreat focused on strategic planning topics such as situational analysis, visioning, and strategic priorities as well as teambuilding across departments.

GLEN PRICE GROUP/State of California-Department of Education, *multiple statewide locations, CA, 4/14-6/15*. Managed State Superintendent of Public Instruction's statewide Task Force of 47 members and 6 work teams, to produce *A Blueprint for Environmental Literacy: Educating Every CA Student in, about, and for the Environment*.

GLEN PRICE GROUP/State of California-Department of Education, *Sacramento, CA, 1/11-6/15*. Co-designed & managed institutional strengthening & change process; strategic planning of Whole Child Community Schools initiative; strategic and annual planning for Early Education and Support Division; multi-stakeholder collaboration with internal integrated action teams; etc. through facilitation of participatory processes, with Appreciative Inquiry.

GLEN PRICE GROUP/University of CA Cooperative Extension, *Santa Rosa, CA, 5-6/15*. Designed and facilitated strategic planning retreats for both Sonoma County Master Gardeners program and 4-H Club, with board, staff, members, and other stakeholders.

LIFELONG MEDICAL CARE, *Berkeley, CA, 2/14-3/15*. Designed and facilitated team strengthening for the senior leadership team, including organizational development through Appreciative Inquiry.

GLOBAL STUDENT EMBASSY, *Sebastopol, CA, 1-2/14, and 1/15*. Planned, designed, and facilitated learning and strategic planning retreat of Board of Directors and staff.

COMMUNITY SUPPORT NETWORK, *Santa Rosa, CA, 4-6/14, and 10/14*. Facilitated and provided training in board transition and development through interviews, participation in board meetings, coaching to board chair and executive director, and facilitated consensus-building on strategic priorities moving forward.

SONOMA STATE UNIVERSITY, *Rohnert Park, CA, 8/14*. Designed and facilitated workshop on Communications and Team Building for Academic Advising Staff.

GLEN PRICE GROUP/Family Justice Center of Sonoma County, *Santa Rosa, CA, 4/13-2/14*. Designed and facilitated Center partners and staff in learning and planning process, including partnership operations, relations, and resource sustainability.

REGIONAL PARKS FOUNDATION, *Santa Rosa, CA, 12/13-1/14*. Designed and facilitated planning retreat for Board of Directors and Executive Director.

SONOMA STATE UNIVERSITY, School of Education, *Rohnert Park, CA, 4/13*. Designed and conducted training for undergraduate class on Leadership Development.

GLEN PRICE GROUP/University of California Office of the President/MESA Statewide Office, *Oakland, CA, 12/11-2/13*: Co-designed and managed strategic planning for MESA (Mathematics, Engineering, Science Achievement) Program across State of CA, at different stakeholder levels.

CRADLE TO CAREER (C2C)/Sonoma County Government-Department of Health Services, *Santa Rosa, CA, 11-12/12*: Designed and facilitated planning retreat for C2C Operational Team and key stakeholders, using participatory process to develop action plan for collective impact approach.

CONSERVATION ACTION, *Santa Rosa, CA, 6-7/12*: Designed and facilitated board development training for executive directors and board members of 15 local environmental nonprofits.

WEST CONTRA COSTA PUBLIC EDUCATION FUND, *Richmond, CA*, 12/11-5/12: Designed and facilitated formation of multi-stakeholder collaborative, using the collective impact model, in support of Out-Of-School Time (OST) program for West County children and youth.

GLEN PRICE GROUP/CA AFTERSCHOOL NETWORK, *UC Davis, CA*, 3-4/12: Designed and led meeting of statewide Leadership Group to plan future network leadership vision, priorities, scope of work, structure, etc.

LIFELONG MEDICAL CARE, *Berkeley, CA*, 12/11-4/12: Designed and facilitated team building for the senior leadership team and provided training in Appreciative Inquiry.

MARIN COUNTY OFFICE OF EDUCATION, *San Rafael, CA*, 7/11-1/12: Designed and delivered three trainings in Appreciative Inquiry applications focused on staff development, team building, collaboration w/ school districts, etc.

THE ASIA FOUNDATION, *San Francisco, CA*, 4-5/11: Reviewed & provided technical feedback on training facilitation, content, & process designed by headquarters staff for field operations staff.

INITIATIVES/CURAMERICAS GLOBAL, *Raleigh, NC*, 1/11: Co-led organizational capacity assessment & follow-up action plan for organizational improvement.

GLOBAL STUDENT EMBASSY, *Sebastopol, CA*, 1/11: Designed & facilitated board & staff strategic retreat.
MILL VALLEY SCHOOL DISTRICT, *Mill Valley, CA*, 7-12/10: Designed & facilitated strategic planning process, using Appreciative Inquiry, with board, administration, teachers, & parents.

CURAMERICAS GLOBAL, *Raleigh, NC*, 11/10. Designed & facilitated board performance assessment & strengthening workshop.

INITIATIVES/RELIGIONS FOR PEACE, *New York, NY*, 10/10. Co-led organizational capacity assessment & follow-up action plan for organizational improvement.

MARIN ASSOCIATION OF SUPERINTENDENTS, *Marshall, CA*, 10/10. Designed & facilitated workshop for school superintendents on Team Building Thru Appreciative Inquiry.

GLEN PRICE GROUP/VOLUNTEER CENTER, *Santa Rosa, CA*, 7-8/10: Provided technical support and facilitation for 211-line strategic planning and business development.

PANGAEA GLOBAL AIDS FOUNDATION, *San Francisco, CA*. 5-6/10: Designed and facilitated strategic planning for the board and staff, using Appreciative Inquiry.

REDWOOD COMMUNITY HEALTH COALITION (RCHC), *Petaluma, CA*. 3/10: Designed and conducted workshop on Team Development & Appreciate Inquiry for eight Patient Centered Medical Home project teams for Coalition Learning Collaborative.

MILL VALLEY SCHOOL DISTRICT, *Mill Valley, CA*. 3/10: Designed and led two workshops: one for the district's Administration Council on deeper application of Appreciative Inquiry in the schools, and for the Board of Trustees on board strengthening, using Appreciative Inquiry.

COMMUNITY ACTION PARTNERSHIP (CAP), *Santa Rosa, CA*. 12/09-2/10: Designed & carried-out assessment of Capacity Status & Strengthening Tool (CSST) used by nonprofits. Designed and conducted 4 trainings on Capacity Development & CSST for nonprofit strengthening.

RECOURSE/RESTORATIVE RESOURCES, *Santa Rosa, CA*. 4-12/09: Led capacity building and strategic planning for restorative justice program partnership of two nonprofits.

GLEN PRICE GROUP/ALAMEDA COUNTY FAMILY JUSTICE CENTER, *Oakland, CA*, 10/08-11/09. Working with domestic violence (DV) project to design & carry-out interviews & information analysis as well as plan/facilitate stakeholder summit to articulate & implement community based DV strategies & enhanced stakeholder/multi-organizational collaboration.

INITIATIVES, INC, *Boston, MA*. 10-11/09. Designed and facilitated strategic thinking & planning workshop for headquarters and field staff of health consulting firm.

RESOURCE CENTER FOR NONPROFITS/COMMUNITY ACTION PARTNERSHIP, *Santa Rosa, CA*. 8-10/09: Designed & facilitated 3 workshops for local nonprofits on: Understanding and Practicing Collaboration/Partnership, Part 1 & 2; & Resource Mobilization/Diversification.

MILL VALLEY SCHOOL DISTRICT, *Mill Valley, CA*, 8/09: Designed & facilitated workshop on Team Strengthening through Appreciative Inquiry for District Leadership Team.

GLEN PRICE GROUP/WEST COUNTY COMMUNITY SERVICES, *Guerneville, CA*, 7/08-5/09. Designed & facilitated participatory strategic planning w/ Board of Directors, staff, and community members.

COMMUNITY ACTION PARTNERSHIP (CAP), *Santa Rosa, CA*. 2-3/09: Designed Capacity Status and Strengthening Tool (CSST) for use by Sonoma County nonprofit grantees and CAP.

NEXT GENERATION, *San Anselmo, CA*. 9-11/08: Provided on-going technical support in strategic planning w/ Board of Directors, staff and community stakeholders, using Appreciative Inquiry, including organizational development, board development, resource development, etc.

SANTA ROSA SYMPHONY, *Santa Rosa, CA*, 11/07-2/09: Facilitated process for improved collaboration/teamwork & communication among key stakeholders, with board, staff, musicians, etc.

COMMUNITY ACTION PARTNERSHIP/RESOURCE CENTER FOR NONPROFITS, *Santa Rosa, CA*, 10/08: Designed and facilitated workshop on “Leading as a Partnership: Strengthening the Board-ED/Staff Working Relationship,” for local nonprofit board-ED leadership teams.

VOLUNTEER CENTER OF SONOMA COUNTY, *Santa Rosa, CA*, 2-6/08: Designed & facilitated participatory strategic planning with different stakeholders, including Board of Directors & staff, using Appreciative Inquiry.

SONOMA COUNTY REPORTORY THEATER, *Sebastopol, CA*, 5/08. Designed & facilitated board-staff annual retreat focusing on taking stock and future planning.

HABITAT FOR HUMANITY of Sonoma County, *Santa Rosa, CA*, 3/08: Designed & facilitated board strengthening & planning processes.

GLEN PRICE GROUP/AMERICAN RED CROSS, *Washington DC*, 1-11/07: Co-led organizational learning & change process with International Services Division, focusing on long term collaborative strategic planning, annual planning, leadership development, & management team building, using Appreciative Inquiry for different applications.

GLEN PRICE GROUP/GOVERNMENT OF SONOMA COUNTY, *Santa Rosa, CA*, 9/02-10/07: Provided training & technical services to staff of county government departments in resource sourcing, proposal development, partnership building of different agencies, & project planning.

OSMOSIS, *Freestone, CA*, 9/07. Designed & facilitated collaboration strengthening between senior management of local business & independent contractors.

LEVI STRAUSS FOUNDATION, *San Francisco, CA*, 3-4/07: Designed & facilitated Strategic Planning workshop & process for its global Workers' Rights Grant Program.

GLEN PRICE GROUP/AMERICAN RED CROSS, *Washington DC*, 5-9/06: Co-led nonprofit headquarters in 4 year strategic & detailed implementation planning for international tsunami recovery & development efforts, with emphasis on HQ planning and four country tsunami planning.

GLEN PRICE GROUP/SOUTHWEST COMMUNITY HEALTH CENTER, *Santa Rosa, CA*, 5-8/06: Designed & facilitated a participatory process for initiating and strengthening communication & collaboration among interested parties for the planning of the Fulton Center for Healthy Families.

GLEN PRICE GROUP/INTERNATIONAL INSTITUTE OF THE EAST BAY, *Oakland, CA*, 6/05-5/06: Designed & facilitated rapid assessment & strategic implementation planning for nonprofit.

GLEN PRICE GROUP/TRI-ORGANIZATIONAL COLLABORATIVE FOR SUSTAINABLE AGRICULTURE, across *State of California*, 1-4/06: Supported three CA sustainable agriculture organizations to form an alliance & facilitated strategic planning for statewide joint programming, advocacy & policy work.

SANTA ROSA SYMPHONY, *Santa Rosa, CA*, 1-2/06: Reviewed existing strategic plan & planned organizational change with major new initiative, as well as designed & facilitated nonprofit board & senior staff planning retreat.

SCHOOLS GARDEN NETWORK, *Santa Rosa, CA*, 1/06. Designed & provided training for Board of Directors of nonprofit that supports a network of 200 schools involved in school garden projects.

GLEN PRICE GROUP/GOVERNMENT OF ALAMEDA COUNTY, *Oakland, CA*, 10/04-1/06: Consulting for Department of Justice/District Attorney for domestic violence project of local government agencies & community-based organizations. Work included: partnership building, strategic planning, project monitoring & evaluation.

EQUAL ACCESS, *San Francisco, CA*, 7-8/05: Providing staff training & technical services focused on program development, management, & operations for nonprofit.

PROJECT BAOBAB, *Palo Alto, CA*, 6-7/05: Designed & facilitated organizational & program strategic planning with board & staff of nonprofit.

SONOMA COUNTY DEPARTMENT OF HEALTH SERVICES, Division of Prevention & Planning, *Santa Rosa, CA*, 6-7/05: Designed & facilitated team building workshop for staff.

SANTA ROSA SYMPHONY, *Santa Rosa, CA*, 6/04: Designed and facilitated staff development workshop on Team Development and Communications, using Appreciative Inquiry, for nonprofit.

GLEN PRICE GROUP/BAY AREA PARTNERSHIP, *Vallejo, CA*, 6/04: Designed & facilitated workshop for nonprofits on proposal development fundamentals.

GLEN PRICE GROUP/EDUCATION ACTION INITIATIVE, *El Cerrito, CA*, 1/03-5/04: Consulting in program & proposal development, & foundation fundraising for nonprofit.

SEEDS OF LEARNING, *Sonoma, CA*, 1-12/03: Designed & facilitated strategic Organizational/ Program Planning & Board Development for nonprofit board & staff, using Appreciative Inquiry.

GLEN PRICE GROUP/EAST BAY WORKS, *Oakland, CA*, 11/03. Designed & facilitated workshop on grant writing fundamentals for staff of 4 investment boards.

CHILDREN AND FAMILIES COMMISSION, *Marysville, Yuba County, CA*, 10/03. Designed & facilitated workshop on best practices & future planning for commission & advisory group.

SONOMA COUNTY RESOURCE CENTER FOR NONPROFITS, *Santa Rosa, CA*, 8/01-9/03. Member of task force: designed & carried-out initiative to support & foster diversity & multicultural competency with nonprofit boards, staff & their programs. Also led public workshops on Appreciative Inquiry, leadership, teamwork, facilitation, etc.

GLOBAL GENESIS/OSMOSIS, *Freestone, CA*, 11/01-8/03: Designed & carried-out various services for business: strategic organizational & service/product planning; organizational development; & facilitation of management/independent contractor regular meetings.

GLEN PRICE GROUP/YMCA, *Oakland, CA*, 5-7/03. Designed & led staff development sessions, linking strategic planning w/ annual planning & program monitoring for nonprofit.

DONORDIGITAL, *San Francisco, CA*, 5-6/03: Designed & facilitated staff retreat focusing on annual planning & teambuilding for internet business.

LA LUZ, *Sonoma, CA*, 3-4/03. Designed & facilitated board retreat on planning, board structure, & teambuilding.

GLEN PRICE GROUP /BAYTEC, *East Bay, CA*, 2-3/03. Designed & facilitated two workshops on Board Development, & collaborative planning & action for collaborative, using Appreciative Inquiry.

GLEN PRICE GROUP/STREET TECH, *Oakland, CA*, 1-3/03. Designed & facilitated strategic organizational & program planning w/ board & staff of nonprofit.

FOREFRONT, *New York & Tennessee*, 6/02: Designed & conducted leadership, teambuilding & planning workshop for international network of human rights activists, using Appreciative Inquiry.

HARMONY SCHOOL UNION DISTRICT, *Occidental, CA*, 8/01-3/02. Designed & carried-out strategic planning process, thru Appreciative Inquiry, of stakeholders in participatory process.

WEST COUNTY HEALTHCARE FOUNDATION, *Sebastopol, CA*, 9-11/01. Designed & conducted Board Retreat for planning future directions and clarifying board committee roles, using Appreciative Inquiry, for foundation.

THE RESULTS GROUP/CA DPT of HEALTH SERVICES, *Santa Rosa, CA*, 5-9/01. Designed & implemented action research & analysis related to nutrition & physical exercise for low income, school aged children, for state gov't.

PROJECT CONCERN INTERNATIONAL, *San Diego, CA*, 7-12/00. Designed & facilitated organizational learning & change process & workshop with Appreciative Inquiry for headquarters & field staff of nonprofit.

1982-94 **INTERNATIONAL DEVELOPMENT WORK**, *Asia and Pacific Islands.(see separate international CV)* Country Director-Save the Children/US, & Project Coordinator/UNDP.

1978-82 **FARALLONES INSTITUTE**, *Occidental, CA*. Co-Executive Director.

PUBLICATIONS AND AWARDS:

-Christopher Szecsey, Co-Author, *The State of California Department of Education: Positive Institutional Change Through Appreciative Inquiry*, in *Exceeding Expectations: An Anthology of Appreciative Inquiry Stories in Education*, Taos Institute Publications/WorldShare Books, 2014.

-Christopher Szecsey, Co-Author, *Inspiration, Engagement, and Empowerment: A Strong Learning Community's Journey for Continuous Improvement with Appreciative Inquiry*, in *Exceeding Expectations: An Anthology of Appreciative Inquiry Stories in Education*, Taos Institute Publications/WorldShare Books, 2014.

-Szecsey, Christopher. *Strategic Planning using Appreciative Inquiry in the Harmony Union School District in California*. Appreciative Inquiry Practitioner, 2003.

-Presentation to the Chicago Council on Foreign Relations, on the *Changing Role of the NGO/Nonprofit Sector in Building Participatory Societies*, 2005

-Recipient of Inaugural Warren Award for Professional Achievement, Verde Valley School, 2003

PRESENT and RECENT POSITIONS:**Present:**

-Senior Associate, **Glen Price Group, Inc., USA**: Consulting firm providing services in capacity building, strategic planning, resource development, capital campaigns, etc.

www.glenpricegroup.com

-Advisory Board member, **Stewards of the Coast & Redwoods, USA**: Link between people and parks.

www.stewardscr.org

Past:

-Past Board of Directors Member, and past Board Chair, **Global Student Embassy, USA**: International non-profit/INGO building young leaders by connecting the world's youth to practice social responsibility & community service.

www.globalstudentembassy.org

-Past Board Chair, **Outer Voices, USA**: Nonprofit serving as communications and media forum for women activists engaged in nonviolent social change.

www.outervoices.org

-Past Board member, **Seeds of Learning, USA**: INGO focusing on education opportunities in Central America.

www.seedsoflearning.org

LANGUAGES: English, Spanish, and Indonesian

EDUCATION:

1967-1971 University of the Pacific/Callison College, California
B.A. Anthropology; minor in Political Philosophy. Fieldwork: California, Mexico, & India.

1998 Executive Certificate Program in Global Change & Social Innovation/Appreciative Inquiry, Global Excellence in Management (GEM) Initiative, Case Western Reserve University, USA.

Training and courses attended (1971-2000):

Non-profit management; nonprofit fundraising; Appreciative Inquiry; participatory training & group facilitation; organizational & program development, community development; health & education programs; women's literacy & empowerment; sustainable agriculture; appropriate technology/renewable technology; & cross-cultural studies.