

LESLIE BROWN, M.P.A.

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SUMMARY

Leslie Brown, based in Oakland, provides innovative leadership development, evaluation and organizational coaching and consulting. She has over 15 years of experience working as an organizer, curriculum developer, and trainer. Leslie also has over 13 years of experience working in the nonprofit field including, 7 years in capacity building firms; which allowed her to develop a vast knowledge of sustainable organizational development and evaluation strategies. Leslie's consultancy specializes in organizational and leadership coaching, evaluation design and analysis, curriculum development, training and event/program planning. She partners closely with nonprofit, philanthropic, and public sector leaders developing viable systems, practices, and evaluations that enhance the impact of individuals, teams and organizations. Leslie enjoys a wide range of established relationships with leaders and organizations in many communities across a spectrum of sectors.

PARTIAL LIST OF CLIENTS

- 3rd Street Youth Services
- California Wellness Foundation
- California Youth Connection
- CompassPoint Nonprofit Services
- Coro Center for Civic Leadership
- G.O.A.L.S. For Women
- Inca Mohamed Consulting
- Korwin Evaluation Consulting
- Larkin Street Youth Services
- National Bone Marrow Transplant Link
- New Detroit
- San Francisco Unified School District
- TAY San Francisco
- United Way of the Bay Area
- Youth In Mind
- Y.O.U.T.H Training Project

EDUCATION

DEGREES:

Bachelor of Science

Eastern Michigan University

Master of Public Administration

University of Michigan

CERTIFICATIONS:

Nonprofit Leadership

University of Michigan

Youth Development

High Scope

Coaching

Leadership That Works (In Progress, Completion May 2013)

SAMPLE PROJECTS

Coaching

- Provide one-on-one assets-based coaching, prioritizing clients' values, culture and history so that they can gain new insights into their strengths and talents. Together the client and I design a coaching partnership where we can discuss any concern, challenge or issue (large or small) from professional or personal life. Blooming Willow Coaching inspires and motivates people to move from where they are to where they want to be. (Blooming Willow Coaching)
- Supported trainings and provided coaching for youth and staff in social justice organizations dedicated to improving the lives of women and young people in South Africa. Foster Youth Exchange: SA was a vibrant and energetic group of foster youth advocates from the US who traveled to Soweto, Johannesburg and Cape Town South Africa to engage in a cultural exchange with foster/orphan youth and women's rights organizations. (Foster Youth Exchange: South Africa (SA))

Leadership and Curriculum Development

- Provided monthly coaching and consulting support to multi-service center staff to empower and enhance the impact of the youth leadership board. Developed initial youth board structure and provided organizational training to incorporate genuine youth voice within the current governing systems. The Multi-Service Center will bring together Huckleberry Youth Programs, Larkin Street Youth Services, and Community Health Programs for Youth in one location to provide services to Transitional Age Youth ages 16- 24. (Larkin Street and 3rd Street Youth Services)
- Created empowerment curricula and acted as campus manager for youth board developed to conduct a community service project to raise awareness. The Coro Exploring Leadership Program aims to support its school partners in closing the achievement gap by equipping students with leadership tools, connecting them to resources, and instilling in them the confidence and courage to take an active role in their communities. (Coro Center for Civic Leadership)

Organizational Development

- Conducted organizational analysis to identify capacity building needs. Developed and enhanced policy management, financial management, and grant monitoring systems to meet Mental Health Service Act (MHSA) requirements. Supported, identified and heightened community and collaborative partnerships. Created performance evaluation system and assisted with hiring and HR support. (G.O.A.L.S. for Women)
- Managed the full recruitment and hiring process for the 2012-2013 youth training team. Developed statewide outreach plan and identified 300 community partners to assist with outreach. Developed population specific application review process. Designed interactive interview process and conducted interviews in Sacramento, San Francisco and Los Angeles. Facilitated team selection meeting with director and staff. (Y.O.U.T.H. Training Project)

Evaluation

- Design evaluation tools and protocols, conducted quantitative and qualitative data analysis, and performed project management, personnel training, and all functions related to the development and presentation of evaluation reports for several grantmaking and capacity building clients of the firm. (Korwin Consulting)
 - Collaborated with Practice Director/Evaluation Working Group (EWOG) to develop instruments (initiative/workshop evaluations, annual project evaluations and conference evaluations) and strategies (evaluation planning docs, procedure guides and monthly progress reports) that enhanced the overall evaluative capacity of the organization. Acted as key evaluative researcher for the 2011 Daring to Lead Survey of Executive Leadership, providing outreach, survey development, statistical analysis and focus group support. (CompassPoint Nonprofit Services)
 - Supported the development of the overall evaluation plan for the Compassion Capital Initiative (CCI), a \$500,000, 3-year, federal grant used to assist community and faith-based nonprofits to build and strengthen organizations. (New Detroit)
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Program/Event Development

- Developed and coordinated the 3rd annual open space employment conference for transition age youth employees; who are current and former consumers of the child welfare, foster care, mental health, probation, or juvenile justice system. Designed community outreach strategy that supported the recruitment of over 75 employees and employers (50%, increase compared to prior year). (California Youth Connection)
- Co-developed with Project Homeless Connect, the 1st Annual Bayview Connect, a foster youth resource fair; which connected over 300 local residents to support services and programs. (United Way Bay Area, Honoring Emancipated Youth)

Training

- Co-designed and facilitated board and staff Theory of Change and Evaluation 101 trainings. Assisted multiple levels of organization to review, modify and finalize the organizations new Theory of Change. Provided coaching on developing outcome based youth friendly evaluation surveys. (California Youth Connection – Korwin Consulting)
- Provided on-going youth development training for mentors interested in working with and supporting foster youth as they move towards healthy adulthood. FYS Mentoring for Success is a school based one-to-one mentoring program specific to foster youth students. The program is designed to build student assets, strengthen permanent relationships, and increase connections to school. (SF Unified School District, Foster Youth Services)

EMPLOYMENT HISTORY

Founder/Principal

Blooming Willow Consulting, Oakland, CA 8/11–Present

Associate Project Director

CompassPoint Nonprofit Services, San Francisco, California 11/10-9/12

Project Coordinator

Honoring Emancipated Youth, San Francisco, California 1/09-/10/10

Associate Director

Ozone House, Ann Arbor, MI 03/08-12/09

Program Associate, Capacity Building

New Detroit, Detroit, MI 3/04/-5/08

Program Coordinator

Eastern Michigan University, Ypsilanti, MI 02/01-03/04

PUBLICATIONS

Daring to Lead 2011: National Survey of Nonprofit Executive Directorship, Meyers Foundation and CompassPoint Nonprofit Services, Lead Research Assistant, www.daringtolead.org

HEY's 2009 guide: Youth Empowerment: A Step-By-Step Guide to Empower Youth Leaders, United Way Bay Area/Honoring Emancipated Youth, Author, <http://www.homebaseccc.org/PDFs/TAY/Report.HEYGuideToYouthEmpowerment.pdf>