

Discipline/Specialty

Leadership Development
Organizational Capacity Building
and Development
Grants Consulting
Collaborative Stakeholder
Processes
Partner and Network Building

Education

Executive Certificate in Leadership
Coaching, Georgetown University
(2019)
MBA, ESADE, Spain (2008)
BA, Manhattan School of Music
(1996)

Professional Affiliations

Professional Certified Coach (PCC),
International Coaching Federation
(June 2019 projected)
Member, NetImpact
Alumni Member, Institute for
Transformational Leadership,
Georgetown University

An experienced organizational development specialist, leadership coach, program/grants manager and facilitator/trainer, Michelle Oliva partners with clients on the development of mission-driven leaders and organizations in the US and internationally. She is passionate about fostering sustainable, and effective collaboration within organizations and across networks/associations, communities, and across sectors – nonprofit, private and public. Her program design, project management, facilitation and training work span a range of areas including strategy, planning and budgeting, leadership development (management and board), change management, network/partner development, HR and organizational development, and financial sustainability.

Drawing from an interdisciplinary practitioner background, Michelle works side-by-side with clients to collaboratively design and implement partner-driven solutions. She holds an MBA and recently completed training as a leadership/executive coach. Michelle has worked in more than 15 countries across East and Southern Africa, Central America and South Asia. She is a PADI-certified rescue diver. A conservatory-trained musician, Michelle took a 20-year hiatus from music and returned to it in 2017, experientially prompting her recent applied research and learning project in leadership and creativity.

EXPERIENCE**2018 - Present: Leadership Coach and Scholar-in-Residence, Institute for Engagement and Negotiation (IEN)**

- Leadership coach: Program offered to alumni of the Virginia Natural Resources Development Institute (VNRLI)
- Program lead: Interdisciplinary project at the intersection of *Leadership and Creativity* exploring how we access creativity through improvisational music, and ways to apply learning to mission-driven leadership
- *Collaborative Planning for Sustainability*: Assistant instructor for this Masters in Urban Planning course taught by IEN Fellow Frank Dukes, PhD.

2010 - Present: Managing Director, Management Consultant & Organizational Development Specialist, Profit with Purpose LLC

Provides management consulting services to mission-driven organizations and social ventures in the areas of nonprofit management, organizational and socio-economic development.

2013-2017: Program Manager, Internews Network

- From 2014-2017: As team lead and organizational development advisor for \$65mil, 5-year USAID media development project, guided the design and implementation of a Local Partner Development approach. Support provided to two national NGOs (Eye Media and The Radio Community) transitioning from INGO project management to independent sustainable South Sudanese media nonprofit organizations.
- From 2013-2015: As senior planning director, partnered with and advised the senior leadership team in strategic, operational and financial decision-making, optimizing and strengthening internal organizational capacity. Organized annual knowledge sharing conference for all country directors, program leads and HQ management. Project manager for a multi-year project to establish a formal Strategic Alliance between Internews US and Internews Europe, officially signed in mid-2016.

2008-2010: Project Director, Abt Associates

Managed long-term, multi-million dollar USG economic growth projects across all phases of the project lifecycle. Led up to 30-member teams of programmatic, management, admin/finance staff. For example:

- As proposal lead, coordinated bidding process and secured award of \$55 million, 5-year USAID agricultural development project in South Sudan.
- As deputy country director, designed and managed grant program, including managing community partner/grantee relationships, overseeing compliance, monitoring and reporting requirements, site visits, etc.

2006-2007: Management Consultant, Kadale Consultants

- Provided program management and consulting services to nonprofit, private and public sector clients in the areas of strategic planning, research/analysis, organizational development, and training.

2002-2006: Project Manager, Chemonics International

- Similar grant and project management responsibilities to roles at Abt Associates and Kadale Consultants.
- On USAID economic development project in Malawi: Responsible for establishing field operations and managing finance, administration, contracts and grants with local partners.

1999-2002: Nonprofit Executive Director, National Parkinson Foundation of the National Capital Area

Performing a range of ED-level duties, worked in close collaboration with board of directors, volunteers and staff. With key stakeholders, collaboratively designed organization's first research grant program, administered the selection and monitoring processes, and maintained relationships with grantees.

1997-1999: United States Peace Corps, Secondary School Teacher, Ethiopia

SELECTED EXPERIENCE IN FACILITATION, COMMUNITY ENGAGEMENT, TRAINING

- Supported two clients (both newly established nonprofit media organizations in South Sudan) in a needs assessment/design process to develop a multi-year change management and leadership development program – multi-tiered, targeted to senior leadership, middle management and all staff.
 - Series of trainings and workshops in sustainable nonprofit management, building a mission-driven culture, leadership development, management training, financial management, sustainability and planning, etc.
 - For these clients and others, utilized leadership style, personality and other team assessment tools, such as Social Style Model, StrengthsFinder, Meyers Briggs (MBTI), Thomas-Kilmann Conflict Instrument, etc to bring new insights, set development goals, build develop individual and team understanding, and enhance collaboration and consensus building.
- Facilitated strategic planning process and provided capacity building to nonprofit training provider and member association (microfinance) in Nepal.
- Conducted value chain finance supply-demand study for the specialty tea sector in Nepal. As team lead, met with financial service providers and business owners across the sector to assess the current lending climate and to identify challenges, gaps and opportunities for developing innovative lending models built on value chain relationships. Facilitated workshops bringing all players together to share findings, foster relationships and engage actors in developing solutions. Wrote final report synthesizing findings, analysis and recommendations.
- Facilitated dialogue, co-designed solutions and delivered multiple workshops and trainings to support the needs of a coffee and tea business network/association in Malawi.
- More than 15 years of experience designing and delivering workshops and trainings to a variety of community, nonprofit, private and public sector participants.

SELECTED COMMUNITY OUTREACH

- Artist Practitioner/Volunteer, Arts Enrichment Program, Community Roots Coop (2018)
- Guest Musician/Volunteer, MIMA-Modern Improvisational Music Appreciation (2017-date)
- Guest Musician/Volunteer, Friendship Court Capoeira After-School Program (2017)
- Entrepreneur Mentor/Workgroup Leader, Community Investment Collaborative (2013-2015)
- Mentor (relationship continues outside the program), Big Brothers Big Sisters (2011-2014)
- Center for Nonprofit Excellence, Board Development Academy Graduate (2011-2012)