



Sterling Strategic Advisor Organizational Development

What inspires you to do the work that you do?

I am passionate about helping organizations create and manage real shifts in performance and culture. So often, the symptom of the challenge or problem is addressed, not the root. For true and lasting transformation, an in-depth assessment is required of the systems, tools, structure, and personnel. It's never just one issue in isolation; there is an ecosystem to consider and manage. I'm truly inspired by my clients who desire real and lasting improvement, those who understand that it requires an investment of time and resources.

How would you summarize the work you do with your clients?

The work I seek to do with clients is transformational. I combine executive coaching, culture assessments, and a comprehensive review of internal operations, systems, and processes, all while fostering substantial partnerships within the organization. True transformation requires internal ownership and commitment. Therefore, once my work is complete, organizational improvement continues because I cultivate buy-in and co-creation at all levels throughout the organization.

What abilities and qualities do you think are especially important for nonprofit leaders to be successful?

Right now, and moving forward, nonprofit leaders are facing increasing expectations, and they cannot effectively carry out their work alone, confined within their own organizational boundaries. Recognizing the need to bring in the right external support is critical for their own success and that of the organization. The ability to be agile and responsive is essential as the nonprofit landscape undergoes rapid shifts and changes, encompassing areas such as the workforce, programmatic delivery, and funding models. Additionally, it is vital for nonprofit leaders to consistently strengthen their leadership teams, be decisive, and, most importantly, cultivate self-awareness.

What is an example of a successful organizational change that you've seen in your recent work?

I've been fortunate to work with clients who are committed to transformation. Recently, I collaborated with a client to facilitate significant shifts in how their executive team collaborated, creating a unified internal language for their strategic vision. This involved identifying, prioritizing, and addressing significant operational challenges, as well as equipping them with skill development, strategic and tactical guidance, and the motivation to navigate lasting change with a growth mindset.

What are you looking forward to in your role as a Sterling Strategic Advisor?

In my role as a Sterling Strategic Advisor, I am eager to share over 30 years of experience in both the nonprofit and for-profit sectors. I aim to provide unique insights to our already dynamic team, ensuring that each client receives a comprehensive strategy informed by diverse expertise.
