



Spirited Visions • Grounded Strategies • Creative Leaps

Kayla Kirsch

President

QUALIFICATIONS

- Over 25 years assisting in the growth of small and large organizations, partnerships and coalitions
- Strong organizational development skills, especially strategic visioning and planning, restructuring, and board/staff development.
- Excellent process designer and graphic facilitator
- Seasoned in working collaboratively with diverse groups
- Dynamic workshop leader



EDUCATION

MA Transformative Arts, JFK University

MS, Organizational Behavior, CA School of Professional Psychology

BA, Education/Women's Studies, Amherst College/U-Mass Amherst

EMPLOYMENT

- Present *President, Leapfrog Consulting, Oakland, CA*
Formed consulting group to strengthen organizations through strategic visioning and agile planning, collaborative meetings and retreats, multicultural board and staff development, using creative interdisciplinary approach.
- 1996-2001 *Director of Public Sector Consulting, The Grove Consultants International, San Francisco, CA*
Senior consultant to public sector organizations in healthcare, education, and community groups. Became skilled in graphic facilitation and design. Co-developed Strategic Visioning™ line of products and Train-the-trainer Guides. Lead trainer for Strategic Visioning workshops.
- 1990-1995 *Research Associate, WestEd, San Francisco, CA*
Associate Project Director of large-scale school reform program in the Commonwealth of Kentucky. Founded Systemic Reform Initiative dedicated to sharing systemic tools to address large-scale problems facing schools and districts. Ombudsperson for 180-person staff.

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1983-1994 *Independent Consultant, Berkeley, CA*
After serving as Administrative Director for a dance company for two years, became consultant to arts and education groups. Scope included grant-writing, strategic planning, program evaluation. Clients included The San Francisco Mime Troupe, SF Ethnic Dance Festival, American Jazz Theatre, Developmental Studies Center.

CERTIFICATIONS, AFFILIATIONS, AWARDS

- Licensed Trainer and Senior Associate of The Grove Consultants International (Strategic Visioning, Principles of Graphic Facilitation, Team Performance)
- Certified Ombudsperson; trained by The Ombudsman Institute
- Beyond Diversity: De-Institutionalizing Racism in Schools
- Creative Artist Fellowship, awarded by the City of Oakland Cultural Arts
- Robert F. Kennedy Fellowship to study innovative schools nationwide

PARTIAL CLIENT LIST

Alameda County Office of Education
Alameda County Department of Public Health
American Academy of Pediatrics
American Automobile Association
Blue Shield of CA
California Adult Immunization Coalition
Cisco Systems
California Department of Education
Contra Costa Office of Education
California Department of Health Services
California HealthCare Foundation
Center for Genome Ethics, Law, and Policy, Duke University
Center for Healthy Families and Communities, (UCLA)
David and Lucile Packard Foundation
Earth Island Institute
East Bay Community Law Center
First Republic Bank
Ford Foundation
Gila River Tribal Community
Health and Education Communication Consultants
Lincoln Law School
Museum of Children’s Art
National Breast Cancer Coalition
National Center for Cancer Survivorship
National Indian School Board Association
National Park Service
National Women’s Health Network
Nemours Children’s Healthcare System

Office of Indian Education Programs (BIA)
Office of Educational Technology (DOEd)
OneWorld Health
Oakland Unified School District
Pacific Business Group on Health
Planned Parenthood
San Francisco Unified School District
Sutter Health
The Bridge School
Tides Foundation
UC Berkeley Teaching & Learning Alliance
U.S. Cochrane Center
Young Survival Coalition

SAMPLE STATE AND NATIONAL PROJECTS

- CA Adult Immunization Coalition – designed and facilitated strategic planning process with coalition members across the state.
- Coastside Collaborative for Youth, Children, and Families - worked with coalition of over 35 agencies for three years on strategic planning, board development, leadership coaching.
- CA Asthma Public Health Initiative (CA PHI), CA Dept of Health Services – worked with CA PHI on strategic planning at the end of their funding cycle to refine their vision and strategies for working in partnership with organizations across the state.
- Office of Indian Education (OIEP) - worked on a strategic planning process that brought together 70 participants from tribes across the USA to develop a five-year vision with clear goals, and strategies. This was the first time such a process was successfully executed in 100 years. Also conducted follow up sessions on educational technology.

TESTIMONIALS

Kayla has been an incredible gift to the National Breast Cancer Coalition. She has helped us design some of our most important strategy meetings-- meetings with very busy people who have no time to waste, meetings that help shape where our organization is going. Her wide range of expertise, great listening skills, and ability to bring out the best in everyone has made her indispensable. Kayla has really taught me the meaning of collaborative work-- she never imposes an agenda but always finds a way to contribute in very substantive ways.

By working with Leapfrog, you can breath a sigh of relief because you know that you have an incredible wealth of expertise by your side. You also have a wonderfully kind and dependable team player who cares deeply about her work. Her great spirit is truly contagious.”

Sara Collina, Senior Policy Analyst National Breast Cancer Coalition

Kayla's assertive, yet not imposing, style made it possible to bring a room full of opinionated lawyers to introspectively assess our effectiveness as Trustees, understand our mission and bring clarity to the vision we have for our school."

Teresa Guerrero-Daley, Board Chair, Lincoln Law School

Kayla is an experienced, insightful consultant who consistently brings enormous creativity to her engagements. She is passionate about taking people seriously for their innate worth, and drawing out the wisdom of groups. She is very collaborative during both the design and implementation of processes, and is able to improvise with breaking events with all the skill of the talented musician that she is in her personal life. Her ability to think at both the systemic and immediate levels during projects makes her an invaluable consultant on any complex project."

David Sibbet, President
The Grove Consultants International

We want to extend a huge thank you for your workshop at our School-to-Career Summer Institute It was exactly what we hoped for. You successfully engaged everyone in the room and helped them see the value of problem-based learning strategies."

Sue Sawyer, Director
Shasta-Tehama-Trinity School-to-Career

"I loved the drawings! The entire day of strategic planning was enlightened and enhanced by Kayla's artistic and facilitative skills."

Ron Chapman, MD, MPH, Chief,
Medicine and Public Health California Department of Health Services

"Kayla always has a positive, "can do" attitude in working through the most harrowing problems and conflicted agendas. She is able to guide you through the details to find the kernel around which opportunities can be found and solutions begun.

Kayla was able to support our central staff in a set of emotional and complex de-structuring plans for the elimination of our work. Her guidance in planning, support of staff, and facilitation of the larger group directly influenced how we changed our focus from resentment to productivity in a changing environment."

Karen Kearney, WestEd

"I found you to be very professional, excellent organizers. Your charts were exceptional. We still have the one up at the district. We were able to organize our thoughts and make the day for our staff."

Linda Common, Principal Woodside High School

"Efficient, professional, creative!"

Vanessa Girard, Community Educator Gila River Indian Community