

Barbara M. Grant, MA ABS – CEO Crux Consulting Consortium

Leadership

Leadership Experience: Over two decades of executive leadership consulting and leadership development across multiple sectors. CEO and Principal Consultant working with CEOs, Executive Directors, Elected officials, Senior and Mid-Level managers, teams, groups, professional associations and Boards of Directors. Specializing in work with multinational corporations and NGOs, as well as building teams to work with domestic non-profit leadership teams. Ten years in the high tech industry at Microsoft – including the Director of Product Development Resources Unit and the Director of Microsoft’s worldwide Management and Leadership development programs. Experience in positions in frontline and team management, financial management, and ultimately directing two separate business units with approx 300 individuals.

Core Competencies The ability to **innovate, analyze, synthesize diverse perspectives, and communicate** effectively in ways that **build capacity**. Strategic insight into systems, leadership challenges and breaking unproductive patterns. Expertise working across cultures and generations. Experience in building solid working relationships across differences. An engaging and effective high level executive coaching practice working within complex, local, regional, national and multi-national systems. Dynamic and insightful facilitator/presenter.

Education

Masters Degree in Applied Behavioral Science 1998

Management & Organizational Development(LIOS/Bastyr University)

BA - University of Notre Dame - International Relations 1982-86 *Magna Cum Laude*

Universidad Iberoamericana: International Studies, Mexico City – 1982-83 *(Fluent in Spanish)*

Trainings and Certifications:

Board Source – Advanced Board Facilitation; Barry Oshry’s Power & Systems Certification; Meyers-Briggs Facilitation; Doing Business at Microsoft; Scaling Up; Precision Questioning; Getting to Yes Negotiations Training; Project Management; Conflict Resolution; Communicating Successfully with Customers; Situational Leadership; Managing Change; Diversity Training; Review and Compensation Workshops;

Community

One Percent for the Planet – Member and Contributor

Greater Seattle Business Association – Member, Consultant and Facilitator

MS Professional Diversity Organizations - (1991 – 2000) Board of Directors, various Diversity groups

Experience

2000 – present: Co-founder and Principal Consultant, providing leadership coaching, organizational development, facilitation, professional development, keynotes, and training services to public, private and non-profit sector clients. For more information see www.cruxnw.com

2010 – present: Faculty – Seattle University Graduate School – MFA - Leadership/Management courses;

(2001 – 2008) Adjunct professor for UW certificate programs and City University undergrad/grad school

1996 – 2000: *Division Director, Microsoft Corporation – Product Development Resources Division – supervising multiple departments of global business units including:*

- Management and Leadership Development
- New Employee Orientation
- Internal Technical Education
- Technical Product Development Beta Production
- Centralized Usability Test Scheduling
- Accessibility and Disability Product Development and Advocacy

1990- 1996: *Microsoft Product Support Services Manager, Windows Systems, Trainer, Tech*

Sept. 1986- 1990: Archdiocese of Seattle: Program Director - *Counseling, Advocacy, and Volunteer Training in Prison/Jail/Detention Facilities across WA state*

1985-86: Helen Kellogg Institute for International Studies *Faculty/Fellow Assistant and Translator*