

LISA SILVERBERG | ORGANIZATION DEVELOPMENT PRACTITIONER

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KEY SKILLS

- + ORGANIZATION DEVELOPMENT
- + CULTURE CHANGE & DEI
- + F2F AND VIRTUAL FACILITATION
- + TEAM BUILDING
- + PROGRAM STRATEGY/MGMT
- + PROCESS IMPROVEMENT
- + LEADERSHIP COACHING
- + LEADERSHIP DEVELOPMENT

EXPERIENCE

Principal, Process Matters, LLC

2000-present

Building Capacity and Leading Change

Guide organizations to assess readiness for change and engage in meaningful data collection and sense-making. Collaborate with them to design how they can direct organizational strategy and resources to support change initiatives, whether that means shifting priorities, shaping culture, or preparing to embark on a bold new direction. Help clarify organizational values and ensure they manifest in policies and practices that create equitable and inclusive workplaces.

Planning and Facilitating

Apply multiple modalities to assist in-tact and multi-stakeholder groups in identifying the most important conversations they need to have, and then crafting the conditions to have those conversations effectively. Design and facilitate brainstorming and visioning dialogues, strategic planning retreats, team alignment meetings, and courageous conversations.

Strengthening Teams

Collaborate with teams to maximize their capacity to do impactful work. Introduce frameworks that help teams clarify roles, make decision-making clear and transparent, build mutual accountability, assess impact, and fail forward.

Coaching Leaders

Guide emerging and seasoned leaders -- through reflective and somatic practices -- in an exploration of how their lives have been shaped by beliefs, values, social identities, experience and habits, and how those inform their leadership. Encourage leaders to identify areas of growth and to experiment with and adopt new mindsets and practices that make the outcomes they are seeking within reach.

Georgetown University, Institute for Transformational Leadership

2015-present

Director, Organization Development Consulting & Change Leadership Program
Adjunct Faculty, Facilitating Inclusive Dialogue and Clear Decision-Making
Adjunct Faculty, Body Intelligence: Leadership's Untapped Resource

Design and direct a nine-month, cohort certification program of mid-career professionals. Recruit, onboard and manage 15 adjunct faculty. Direct marketing, community outreach, and business partnerships.

Coaching and Consulting Partnerships

2012-present

[Andiron](#), [RayCoach](#), [ImagineUs](#), SEIU BOLD Center/[SEIU BOLD-Rockwood](#)

As a team member of and subcontractor for several consulting collaboratives, co-design and implement leadership development programs and provide individual and group coaching.

HandsNet

1996-1999

National Training Director

Designed and delivered curriculum that prepared NGOs to conduct online education and advocacy; hired and managed staff and contractors; managed technology lab; cultivated relationships with partner organizations.

National Lesbian and Gay Health Association

1994-1996

Director of Programs

Convened and facilitated national network of health providers and activists working to educate and transform health care systems to deliver culturally-competent, quality care to the LGBTQ community. Coordinated annual conference and drove internal and external communications.

University of Miami

1990-1992

Admissions Counselor

Responsible for recruiting and admitting students from the MidAtlantic region; managed travel budget, coordinated scholarship program.

EDUCATION

- Organization Development Certificate, Georgetown University, Washington, DC
- Master of Arts in Sociology, The American University, Washington, DC
- Master of Arts in English, Georgetown University, Washington, DC
- Bachelor of Science in Communication, University of Miami, Coral Gables, FL

SELECTED ADDITIONAL TRAININGS / CERTIFICATIONS

- Coaches Training Institute, Co-Active Coaching Advanced Curriculum
- Presence Based Coaching and Mentor Coaching Program, Doug Silsbee
- Certified in the Polarity Navigator (Andiron), MBTI (OKA), and ILS (Stratton)
- Principles of Transformation, Georgetown University
- Recognizing and Working with Trauma with Elizabeth Stanley
- Leadership Embodiment, Wendy Palmer
- Leadership in Action, The Strozzi Institute
- White Racial Justice Somatics with Dara Silverman and Amanda Ream, 2022
- Art of Transformational Consulting, Robert Gass
- Body=Brain, Mandy Blake
- Facilitating the Whole System in the Room, Janoff and Weisbord
- Technology of Participation: Group Facilitation, The Institute of Cultural Affairs
- Human Interaction Lab, NTL