

# KATE ATTEA

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## SUMMARY

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More than 25 years of experience in the social impact sector, in operations, funding, professional services, and education.

**SOCIAL IMPACT ENTREPRENEUR** Designed and launched new ways to impact social sector: Hands on operating experience, founding and running organizations, programs, services and applied education experiences.

**EDUCATOR, FACILITATOR, COACH** Thought leader who's developed broad range of curricula and frameworks used in both academic and consulting settings. Highly rated instructor in both content relevance and delivery.

**TEAM LEADER AND PEOPLE DEVELOPER** Developed professionals through coaching and competency building, expertise bringing in subject matter experts.

**COMMUNITY CONNECTOR** Formed relationships and collaborations with more than 150 social sector organizations, leaders, and experts, in Chicago region.

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## WORK EXPERIENCE

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### **THE BRIDGESPAN GROUP, *Affiliate Partner***

**2017-present**

Bridgespan is the preeminent global nonprofit consulting firm, affiliated with Bain & Company, advising nonprofit and NGO leaders, as well as philanthropists and impact investors.

#### **Co-leader; Leading for Impact (LFI), Chicago**

Leading for Impact® is an 18-month program that helps ambitious nonprofit executive teams pursue strategic opportunities and build capacity to improve their performance over time. LFI served ~350 leaders across 65 teams in Chicago, and in the last 10 years 2200 leaders across 400 teams nationally.

- Taught classroom modules on topics including strategy, executive team effectiveness, leading through change, organization design, talent development, project management
- Developed curriculum to augment library of Bridgespan tools, frameworks, and modules – all being implemented nationally
- Coached CEOs and leadership teams on leadership, strategy, management, and project execution
- Assisted in reflective redesign of materials to center racial equity
- Secured funding to extend program and developed training component for local service providers

#### **Internal Bridgespan work**

- Developed new business line with Bridgespan's global managing partner and leadership team, to work with high-net-worth clients who want to meaningfully impact philanthropy
- Trained more than 20 Bridgespan partners and managers on effective client coaching, via webinars / 1:1 engagement

### **UNIVERSITY OF CHICAGO'S BOOTH BUSINESS SCHOOL**

**Chicago, IL 2017-present**

#### **Instructor & Leadership Coach for Golub Capital Social Impact Lab's IGNITE cohort**

**2022-present**

IGNITE helps amplify the impact of organizations serving the Black community in Chicago.

- Developed curriculum and taught Org Diagnostic and Program Alignment classes, received 4.78/5 and 4.5/5 ratings for each respectively on valuable content, clear delivery, and meeting learning objectives
- Coach individual participants on their organization's unique challenges and opportunities

#### **Executive Education Instructor, Jockey Club of Hong Kong**

**2018-present**

- Co-created and co-lead annual executive education workshop focused on strategy and leadership in the social impact sector in Hong Kong

#### **Faculty Coach & Executive Education Instructor**

**2017-2022**

- Co-taught Social Enterprise Lab classes on project planning and consulting approaches; coached MBA student teams in client work, strategy and client management

**AIM & ARROW, Co-Founder & Managing Partner** Chicago, IL 2005-2011, 2015-present

Specialized social impact professional services firm with a team of 10, that provides consulting, advisory and coaching services to help leaders and organizations achieve greater impact. Have served over 70 clients across nonprofits, government, and foundations.

- Thought leaders in field with proprietary materials, tools, and frameworks in strategy, talent development, change management, process improvement, organization design, grant-making approach, and measurement
- Strong reputation and track record for improving impact and effectiveness; high level of referrals across executive directors in Chicago

**A BETTER CHICAGO, Managing Director & Head of Project Impact** Chicago, 2011-2015

A venture philanthropy fund that empowers high performing nonprofits that are dramatically improving educational opportunities for low-income Chicagoans.

- Shaped grant-making strategy; determining funding priorities, support for portfolio organizations, and responsible exit strategy; oversaw multi-year relationships with a portfolio of grantees
- Created and led Project Impact, annual social innovation competition awarding \$200,000 to nonprofits

**UNITED WAY OF METRO CHICAGO, Director of Financial Stability** Chicago, IL 2005-2007

A \$70MM organization bringing together businesses, government, nonprofits, agencies, and community leaders to deliver funding, resources, and expertise to nonprofit organizations across greater Chicago.

- Developed and executed economic self-sufficiency strategy, directed \$5MM in funds annually, established community partnerships, and tailored management support to grantees

**THE BRIDGESPAN GROUP, Consultant** Boston, MA 2002-2005

- Advised clients in nonprofit and philanthropy sectors and co-led internal knowledge research project
- Developed hypotheses for complex cases; identified and planned analysis for work streams, allocated responsibilities; supervised and coached team members; established strong relationships with clients

**COMPUTERS FOR CHILDREN, Founder, Executive Director, Trustee** Buffalo, NY 1996-1999

A nonprofit corporation that enhances schoolchildren's access to and knowledge of computers.

- Grew organization from one person to 170 staff, directors, volunteers and board members; reached more than 30,000 schoolchildren; developed strategy and business plan; managed daily operations

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## EDUCATION & CERTIFICATIONS

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**HARVARD BUSINESS SCHOOL** Boston, MA 1999-2002

- Masters in Business Administration degree, June 2001
- Selected as one of six HBS graduates as research associate to author case studies. Researched and analyzed companies with recognized professors for teaching materials to be used worldwide

**UNIVERSITY OF DAYTON** Dayton, OH 1992-1996

- Bachelors of Arts, English & Journalism. Magna cum laude

## CERTIFICATIONS

- Board certified coach, International Coaching Federation, College of Executive Coaching, 2016
- Myers Briggs Type instrument, experience in administering StrengthsFinder 2.0, Leadership Practices Inventory (LPI, a 360 feedback tool), climate surveys, values assessments, Appreciative Inquiry 4D model

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## PERSONAL

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- **Community** – Women Employed Board member, previous experience on seven Chicago area NPO boards
- **Interests** – Voracious reader and podcast listener, seven-time (slow!) marathoner, Lebanese cook extraordinaire, lover of hot sauce, obsessive word game player, unabashed kitchen dancer, and appreciator of mountains
- **Family** - Maintainer of humor while raising four, extraordinary neurodiverse kids