

KarenRayAssociates

KAREN RAY
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PROFESSIONAL EXPERIENCE

Karen has been a consultant in organization development since 1983 working exclusively with the public sector. As a training and organization development expert, she specializes in innovation and problem-solving in non-profit and government agencies. Much of her current work focuses on inter-agency collaboration, leadership and teambuilding. Her time is split between on-going, in-depth consultation with organizations, and one / two day workshops. She's known for active, highly participative sessions that focus on real-time problems and potential solutions. During the last 25 years she's developed a strong reputation for group process facilitation.

KAREN RAY ASSOCIATES

Principal 1983 - Present

METROPOLITAN STATE UNIVERSITY

Community Faculty 1977 - 1997

COLLEGE OF ST. CATHERINE

Faculty: Master of Arts in Organizational Leadership 1989- 1991

MINNESOTA INTERACTION INFLUENCE NETWORK

Minnesota State Department of Education 1979 - 1983

LIFELONG LEARNING CENTER

A Northwest Suburbs Cooperative Resource Center
Manager; Teacher 1977 - 1979

PUBLICATIONS

Ray, K. The Nimble Collaboration. A.Wilder Foundation; St. Paul, MN. 2004
Over 10,000 copies sold. Awards from the "Public Managers' Journal" and the "Writers' Roundtable"

Ray, K. Learning to Work Together. Rural Development Press; Portland, OR 2003

Ray, K. Collaboration for Municipalities. Minnesota Cities Magazine, League of Cities, St. Paul, MN. 2002

Winer M, Ray K. Collaboration, Creating, Sustaining and Enjoying the Journey, A.Wilder Foundation; St. Paul, MN. 1995

Over 40,000 copies sold internationally. Awards from the Minnesota Public Library and the Journal of Nonprofits.

A complete list of published articles and training manuals is available upon request

MAIN AREAS OF CONSULTING and TRAINING

- Organization development processes and strategies, including diagnosis, change management and decision making processes
- Collaboration within and between organizations
- Partnership effectiveness including results focus, governance, teamwork, business-to-business relationships and resilient governance structures
- Board governance, structure and funding in not-for-profit organizations
- Group dynamics and meeting effectiveness
- Leadership
- Interpersonal effectiveness

SYSTEMS CHANGE CONSULTATION

Since beginning her private practice as a consultant in 1983, Karen has worked with hundreds of agencies and groups across America. Her work focuses on results, relationships, leadership and teamwork. Some selected, recent examples of her consultation include:

Designing governance structures for county-wide collaborations.

Karen has helped a dozen Minnesota counties plan and implement Family Service and Children's collaborations. The services she furnished include vision and goal setting, role clarity for partners, decision-making structures and facilitating problem solving sessions.

Designing innovative organization structures.

A new agency focused on services to developmentally disabled children and adults is implementing a truly innovative organization structure. Together, Karen and the leaders and staff of this agency are going beyond classic teamwork and using the newest information about management practices.

Facilitating broad community changes.

Karen coached the collaboration between county officials and business owners in a countywide effort to reduce substance abuse. This collaborative effort has resulted in a five year plan currently implemented countywide in a rural location in the West.

Building collaborations for seamless service.

Five agencies are smoothing fragmented services and reducing duplication of effort by creating a coalition to provide citywide services to feed hungry people in their small city. People. I used conflict resolution, group facilitation, and collaboration design expertise to assist this collaboration.

Facilitated the development of a three-way partnership between the State of Oregon Commission on Children and Families, local county commissions, and local providers.

This partnership is responsible for the design and management of an initiative resembling Healthy Families America models. Karen provided design, conflict management and process facilitation services to 12 counties in Oregon, and worked with those groups for nearly 18 months.

Long range plans developed for non-profit organizations.

2007 Certification in Whole Systems Coaching

Six month post-masters course in “Whole Systems IQ” taught by Bastyr University faculty and offered through The Leading Clinic.

1984 Master of Applied Behavioral Sciences

Emphasis in Organization Development and Organization Leadership
Whitworth College, Spokane Washington
Graduated Magna cum Laude

1975 Bachelor of Arts

Psychology, Sociology; Secondary Education Certification
College of St. Catherine, St. Paul
Graduated Magna cum Laude