

Rosalind A. Spigel

EDUCATION

- MSOD** American University School of Public Affairs/National Training Laboratory,
BA George Washington University, School of Public and International Affairs, Syracuse University,
Department of International Programs Abroad, Madrid and London
ACC Gestalt International Study Center

CERTIFICATIONS AND TRAINING

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| Everything DiSC | SZH Consulting; TTI Talent Insights |
| Leadership for Diversity | National Coalition Building Institute |
| Let's Get Real | Stir Fry Seminars and Consulting |
| Dare to Lead | Dare to Lead, Immaculata, PA |
| Friday Night at the ER | Breakthrough Learning, Villanova, PA |
| White People Confronting Racism | Training for Change, PA |
| When Cultures Meet Facilitation | Power + Systems, Vancouver, BC, Canada |
| Future Search, Managing a Future Search | Philadelphia, PA |
| Building Racial Equity | Race Forward, Washington, DC |
| Art of Transformational Consulting | Social Transformation Project, Washington DC |
| Mastery of Self Expression | The Actor's Institute, New York, NY |
| Landmark Education | Philadelphia, PA |
| Experience Design Training | Scaling Intimacy School of Design |
| Professional Work Conference | National Training Laboratory (NTL), Alexandria, VA |
| Standards of Excellence® Licensed Consultant | |
| International Coach Federation Certification, ACC | |
| Gestalt International Study Center, Certified Leadership Coach (CDPCC) | |
| TTI Insights, Human Behavior and Organization Behavior Analyst, CPMA, CPBA | |
| Afriforte Organisational Human Factor Benchmark (OHFB) measures systemic impact of critical work practices | |

HONORS AND AWARDS

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| Pacesetter Award , DELAWARE COUNTY CHAMBER OF COMMERCE | 2018 |
| The Crystal Eastman Award , PHILADELPHIA OCCUPATIONAL HEALTH AND SAFETY | 2010 |
| In recognition of economic justice for workers, workplace safety and civil rights | |
| ○ Certificate of Special Congressional Recognition | 2010 |
| ○ Senate of Pennsylvania citation for Crystal Eastman Award | 2010 |
| Hall Kellner Award , AU/NTL COHORT 51 | 2007 |
| In recognition of contributions to issues of diversity and social justice. | |
| Working Women Awareness Week Award , Coalition of Labor Union Women | 2001 |
| ○ Commonwealth of PA citation for Working Women Awareness Week Award | 2001 |

Community Service Award, UNITED WAY OF SOUTHEASTERN PA

1991

PROFESSIONAL EXPERIENCE

Qualifications Profile

Creative organizational development consultant with 12 years' experience working collaboratively to customize change processes to build individual and organizational capacity. The ability of organizations and the people in them to move an enterprise forward rests on vision, values and

action. As the result of my work, organizations, teams, and individuals become more effective in fulfilling their goals and objectives. I help organizations grow and prosper.

Spigel Consulting 2012-Present

PRINCIPAL, OWNER

Consultancy devoted to increasing organizational and individual effectiveness. Consults, designs and facilitates solutions for organizations, teams and individuals to achieve vibrant work environments that grow and fulfill their missions. Capacity building services include: assessment, strategic planning, leadership development, visioning, values setting, conflict resolution, and coaching.

SELECTED PROJECTS AND CLIENTS

Strategic Planning | Board Development | Group Facilitation | Coaching

Strategic Planning - Women's Resource Center – Project was to develop a strategic plan to assist organization in its next phase of growth and development. New Executive Director and an incoming President with desire to grow the organization and double the budget.

- Worked with board, staff, advisory, donors, foundations, and committee members to create a crisp, inspirational and aspirational Vision, Mission, and Values Statement.
- Facilitated client creation of three strategic goals and two strategic objectives.
- Guided development of key tactics to direct and strengthen leadership, expand capacity, and increase revenue.
- Project resulted in new strategic community partnerships, enhanced organization's services for women, and strengthened internal diversity and cultural competence.

Board Development - Community Family Life Services – Long serving board members with personal wealth; however, many ineffective and disengaged. Newly hired Executive Director desired to improve board governance and plan for alternate funding sources.

- Created survey and met with board members and other stakeholders to respond to pressing organizational issues including strategies for activating or replacing ineffective board members.
- Facilitated strategic retreat to engage board members, address board development and funding.
- Wrote action plan to respond to issues of governance, board recruitment and orientation, clarity on board roles and responsibilities, and board terms.

Group Facilitation - Intersectional Feminism, and, Conversations on Race - Co-designed and co-facilitated series of workshops where participants feel safe and free to openly explore concepts of Intersectional Feminism, what it means to an ally, and, authentically communicate across differences.

- Workshop resulted in participants confronting boundaries, connecting, building relationships

and appreciating each other within and across differences.

Coaching – Private Client – Selected to coach mid-level director feeling burned out, underutilized, not working up to full potential, and wanting to make a more positive impact.

- Assisted client in reconnecting with his best confident, logical and social self.
- Administered listening and TTI behavior and motivator assessment, which helped client become a more effective supervisor.
- Overall, coaching led to a greater degree of self-awareness, understanding of leadership style and skills, improved communication, decision making, and comfort with power and authority.
- Client was eventually hired as an Executive Director of a different nonprofit in the region.

American University

2014 - 2021

COACH, PRACTICUM ADVISOR - Master of Science Organization Development Program

Mentor students in integrating theories and OD practices to apply their skills and knowledge.

- Coach both personal and professional development as students interact with clients in real time.
- Instructional team member, collaborating on classroom design and co-teaching material.
- Assist students in completing a successful practicum project, model and advance use of self, deepen the student's learning about OD theory and application of theory.
- Students leave program with confidence in their abilities as change agents.

Jewish Learning Venture

2010-2013

PROGRAM DIRECTOR, INSTITUTIONAL STRENGTH

Built capacity with leaders and institutions.

- Consulted, assessed, developed, and facilitated variety of processes, trainings, and workshops.
- Employed adult learning principles to create, design, implement, and evaluate innovative programmatic initiatives and institutional change including leadership and board development, succession planning, staff development and volunteer engagement.

ADDITIONAL PROFESSIONAL EXPERIENCE

DIRECTOR, Philadelphia Jewish Labor Committee , Philadelphia, PA	1984–2010
INTERIM NATIONAL DIRECTOR, Jewish Labor Committee, New York, NY	2008-2009
EXECUTIVE DIRECTOR, Youth for Energy Independence , Washington, DC	1981–1984
BUSINESS MANAGER, Superinsulated Building Newsletter , Washington, DC	1981-1983

SELECTED FACILITATIONS AND WORKSHOPS, 2012-2023

- NADTC – *Strategies to increase DEI in current and future work with aging, disability, transportation*
- Together for West Philadelphia – *Board Retreat facilitation: Effectiveness assessment, goal setting*
- CATCH International – *DEI Assessment and Training*
- United Way Bucks County – *Strategic planning for a new location of a HELP Partnership Center*
- PA League of Women Voters – *DEI Assessment and Training, Board, Equity Team, Chapter Presidents*
- Health Care Without Harm – *DEI Board facilitation online*
- Conversations on Race – *Open online conversations with Educational Resources for Living*
- Claymont Community Center, Claymont, DE – *DEI Professional Development, online facilitation*

- Kehillah Center City, Philadelphia, PA – *Racial Justice Workshop Series, online facilitation*
- Jefferson University, Philadelphia, PA – *Diversity, Equity, Inclusion classes*
- Penn State, Malvern, PA – *Beyond All-In: A Retreat on Race*
- Kol Tzdek, Voice of Justice – *Strategic Planning, Facilitation online and in person*
- PA Dept of Labor and Industry Career Advisor Project – *Professional Development Recommendations*
- Coatesville Center for Community Health, Coatesville, PA – *Strategic Planning, online facilitation*
- Housing Partnership of Chester County, Chester, PA – *Strategic Planning, online facilitation*
- Philadelphia Neighborhood Networks, Philadelphia, PA – *Strategic Planning, facilitation*
- Washington Center for Equitable Growth, Washington, DC – *Strategic Planning*
- Community Family Life Services, Washington, DC – *Board Development, Strategic Planning*
- Frankie’s World, Philadelphia PA – *Strategic Planning*
- Leah’s Dream, Philadelphia, PA – *Strategic Planning*
- ShorePoint YM-YWHA, Brighton-Manhattan Beach – *Leadership Team Building and Effectiveness*
- Women’s Resource Center – *Strategic Planning*
- International Association of Jewish Free Loan, New York, NY – *Board Recruitment and Engagement*
- PA Association of Nonprofit Organizations (PANO) – *Annual Conference: When Cultures Meet*
- PA Association of Nonprofit Organizations (PANO) – *Webinar: Leadership and Non-profit Lifecycles*
- Swarthmore College, Swarthmore, PA – *Bystander Workshop*
- Philadelphia College of Osteopathic Medicine, Philadelphia, PA, (SNMA, IPE) – *When Cultures Meet*
- Delaware County Chamber of Commerce, Springfield, PA – *Nonprofit Roundtable*
- Amudim, Newark, NJ – *Create Powerful Change, Facilitation*
- Wilmington University, Wilmington, DE – *Non-profit Strategic Planning class*
- Fishing Partnership Support Services, Wellesley, MA – *Future Search*
- Phoenixville Community Health Foundation, Phoenixville, PA – *Diagnosing Non-Profit Effectiveness*
- Organization Development Network Conference, Philadelphia, PA – *The Celtic Styles of Belonging*
- Nonprofit Board Leadership Institute, Philadelphia, PA – *Leading Through Organizational Life Cycles*
- 19th Street Baptist Church, Washington, D.C. – *Future Search*
- Penn Project for Civic Engagement in cooperation with WHYY, Philadelphia, PA – *Facilitator Community Conversations: The Environment, Public Education, Economic Revitalization, Police Oversight*
- America Speaks, Philadelphia, PA – *Facilitator for Autism Speaks*
- UPenn, Office of Vice Provost for University Life Philadelphia, PA – *Leadership Development*

PROFESSIONAL AFFILIATIONS AND MEMBERSHIPS

- PA Association of Nonprofit Organizations; Consultant Collaborative
- Social Transformation Project consultant network
- LaSalle University Nonprofit Center consultant network
- International Coach Federation
- Future Search Network
- Delaware County Chamber of Commerce

PUBLICATIONS

Journal Publications

Spigel, R. and Trey-Masters, B. "Developing Leadership: Using Triggers as a Wake-Up Call," OD Practitioner, vol. 49, no. 3, 2017, pp. 77-78.

Spigel, R., "The Sacredness of Change: Coaching and Spiritual Practice," Gestalt Review, vol. 16, no. 2, 2012, pp. 187-194.

Shufutinsky, A. et al., "Dissecting Meaning, Scope, and Roles of Social Justice and Social Action," Organization Development Journal, vol. 40, no. 1, pp. 9-42.

Other Spigel Writing

Blog Series, "[*Challenging Androcentrism in the Academy.*](#)" [*Academic Impressions*](#). 2018.

["Challenging Androcentrism in the Academy: Creating Environments that Empower Risk Taking and Confidence in Women Leaders,"](#) November 27, 2018.

["Gender Bias in Higher Education: Why We Need to Develop Self-Aware Leaders,"](#) August 29, 2018.

["How Gender Bias in Higher Education Leadership Gets in the Way of the Collaboration We Need,"](#) August 29, 2018.

["Challenging Androcentrism and Implicit Bias in the Academy,"](#) June 25, 2018.

["Challenging Androcentrism in the Academy: Why We Need to Value Empathy More,"](#) June 25, 2018.

PROFESSIONAL SERVICE

Peer-Reviewed Articles for:

- Practicing Organization Development, Organization Development Review, Co-Editor, 2016-2022.
 - **Practicing OD** is a collection of short articles (900–1200 words) on useful ideas, lessons learned, and practical suggestions for managing the day to day challenges of doing OD.

Organization

- Organization Development Network (Pennsylvania Region Board member) 2016-2021
- AU/NTL MSOD Association Network (Board member) 2015-2021

COMMUNITY SERVICE

Organization

- Haverford Human Relations Commission, (Commissioner, 2021-present)
- Delaware County Municipal Police Accountability Coalition (Steering Committee, 2019-2022)
- Mishkan Shalom, Manayunk (Board Member 2015-2021)
- Jewish Dialogue Group, Philadelphia (founding and sustaining Board Member 2007-2015)