

KATRINA ZAVALNEY

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OBJECTIVE

To apply principals of organization development and sustainable development within an organization through stakeholder engagement, strategic planning, and community engagement.

EDUCATION

Sonoma State University, Rohnert Park, CA M.A. 2010

Masters in Psychology with a Focus in Organizational Development

Evergreen State College, Olympia, WA B.A. 2006

B.A. Focused in Education and Learning Systems, and Community Development

National Dean's list for academic achievement, Evergreen State College, 2003

SKILLS AT A GLANCE:

- Organization development
- Facilitator for large and small groups
- Build strong group collaborations
- Leadership training
- Network weaver Coordinate communication networks
- Community Development
- Event Production
- Event Greening
- Sustainability

SKILLS DEFINED:

Organization Development: Organizational systems design, action planning that is specific, manageable, achievable, realistic, and timely. Resulting in increased innovation, substantial improvements in group/team effectiveness, and efficient systems development.

Strategic Development and Project Management: Develop integrated whole systems processes for achieving goals, creating action plans, and improving work flow and enthusiasm.

Facilitation: Facilitate both large and small groups with a variety of applications; strategic planning, graphic recording, and keep meetings organized. Work through those seemingly impossible interpersonal challenges to achieve win/win lasting results.

Training: Develop culturally appropriate processes to engage participants to disseminate information and create specific individual plans of action.

Sustainability: Life cycle analysis, whole systems design, sustainability integration techniques that increase the triple bottom line. Event greening through waste management and recovery strategies for numerous events, program development, coordination, and production analysis.

Community Development: Networker and connection maker, Community building and integration strategist through planning with stakeholders. Empower local resource development within community including Government relations and neighborhood relations.

RELEVANT EXPERIENCE

Organization Development

Organizational systems design, action planning that is specific, manageable, achievable, realistic, and timely. Resulting in increased innovation, substantial improvements in group/team effectiveness, and efficient systems development.

- *2009: Catholic Charities, Santa Rosa, CA*
consulted Senior Management Team of multi county non-profit to establish consistent and actionable meeting format and group cohesion.
- *2009: Dig In, National Organization Development Firm*
Project support for Organization Development, emphasis in sustainability & community development - EDF Innovation Exchange Solution Labs

Strategic Development and Project Management:

Develop integrated whole systems processes for achieving goals, creating action plans, and improving work flow and enthusiasm.

- *2010: Indigenous Designs*
consulted CEO and Marketing Director on strategic brand development creating a "base line tool" for brand communications for sustainable apparel.

Facilitation

Facilitate both large and small groups with a variety of applications; strategic planning, graphic recording, and keep meetings organized. Work through those seemingly impossible interpersonal challenges to achieve win/win lasting results.

- *2007- 08: Kellogg Foundation, Food and Fitness Initiative, HOPE Collaborative*
Co-chair of the Built Environment Action Team. Set standards for the national program, lead innovative asset mapping and organizing procedures in four underfunded area's of Oakland, CA.

Training

Develop culturally appropriate processes to engage participants to disseminate information and create specific individual plans of action.

- *2010 Integrating Sustainability Training Program, SF, CA: Program Development and founder.*
Designed program for business consultants, curriculum development included life cycle analysis, natural step, systems thinking, case studies of successful sustainable implementation companywide, the evolution in organizations, leadership and internal relations.

Sustainability

Life cycle analysis, whole systems design, sustainability integration techniques that increase the triple bottom line. Event greening through waste management and recovery strategies for numerous events, program development, coordination, and production analysis.

- *2006-08: Plan-It Hardware of California Hardware*
Partnership in greening hardware industry. Organized comprehensive toxic awareness information sheet for homeowners with facts, resources, stores supplying non-toxic hardware supplies, reached thousands Bay Area Wide.
- *2007- 2008 Urban Alliance for Sustainability, SF/ Bay Area*
Program Coordinator and Research Analyst for Mapping the Ecology of the Sustainable Movement
Coordinated strategic alliances and collaborations with environmental organizations in Bay Area

Community Development:

Networker and connection maker, Community building and integration strategist through planning with stakeholders. Empower local resource development within community including Government relations and neighborhood relations.

- *2000-07: City Repair*
Program Development and Consultant. Provided City Governments and community organizers with education and presentations on community development through design charettes, examples of successful projects, designed toolkit on community engagement processes, and follow-up support as needed. Direct relations with Portland, OR; Seattle, WA, Los Angeles, CA; Oakland, CA; Moscow, ID; Ashville, NC.

- **2008 City of Sebastopol, Mayor Craig Litwin, Sebastopol, CA**
Community organizing, independent contract
- **2007- 2008 The HOPE Collaborative, W.K. Kellogg Foundation, Food and Fitness Initiative**
Co-chair of the Built Environment Action Team, focus on social equity and asset mapping. Set standards for the national program, lead innovative asset mapping and organizing procedures in four under funded area's of Oakland, CA.

EVENT COORDINATION AND GREENING:

12 YEARS EXPERIENCE

- Coordinated planning, set-up, logistics, greening, marketing, budgeting, scheduling, and general production on various events nationally
 - Festivals, conferences, workshops, panels, multi-media events, conferences, presentations, and leadership conventions
- Worked as a manager with large greening event agencies such as Green Mary, Spitfire Agency, and independent contractors to divert waste and green internal functions for events

NOTABLE EVENTS GREENED/ SUSTAINABLE SYSTEMS INCORPORATED:

- **Solar Sonoma County, Santa Rosa, CA** February 2009- July 2009
 - Coordinator of the Solar Fair; Solar Sonoma County's first public outreach event
- Organization Development Network (ODN) National Conference, Seattle, WA (800 ppl) (2009)
 - Consulted with event planners and the Sheraton Hotel to decrease paper in marketing, environmental based procurement, and ways to green the gala at the Space Needle.
 - Created the Green Lounge Community Space to network and learn about resources
 - Designed Session "Why Sustainability is an Imperative in OD; The Choices We Make"
 - Consulted for greening the gala event
- Burning Man Festival (49,000 people), San Francisco & Gerlach, NV, (2005-08)
 - Green Team Initiator & Volunteer Coordinator
 - Created a Greening Events Template for Burning Man Regional and National Events
 - Led the research on products and community resources for the Burning Man Web Site's Environmental section for educational resources for grey water, potable water, biofuels, composting, energy, leave no trace guidelines, lighting, recycling, transportation, waste, ways to take action and get involved

PRESENTATIONS AND WORKSHOPS

- **Panel Moderator:** National ODN Conference session on OD and Sustainability, Seattle, WA, 2009
- **Presentation and Workshop:** Village Building Convergence; Working with Governments and Local Stakeholders community engagement strategies, Portland, OR, 2008
- **Local Food Systems Workshop:** Green Festival, San Francisco in the Connection Hub: local food systems and solutions inviting numerous local organizations to participate. San Francisco, CA, 2007
- **Community Sustainability Design workshop:** Green City with Berkeley's Measure G, Bay Localize, Green Maps, Urban Alliance for Sustainability, Berkeley, CA, 2007
- **Presenter:** The Willits Regional Localization Networking Conference; Community building and localization with Karen Chen, Willits, CA, 2007
- **City Repair Design Workshops and Trainings:** with Community Governments, Universities, Interested Cities Organizations, Portland, OR; Oakland, CA; Los Angeles, CA; Moscow, ID, 2002-06
- **Speaker for the All Student Convocation on Leadership,** Evergreen State College, 2004

NOTABLE INVOLVEMENTS

- Featured in a major national magazine, Sierra Club, interviewed and photographed on Greening Burning Man, 9 page article along with other media attention; Summer issue 2008
- Representative in the Youth-Intergenerational Program for the Society of Organizational Learning (SOL): Business Innovation for Sustainability conference, Atlanta 2007
- Weaver: enhanced programs and events through unifying massive networks throughout the United States since 1999
- Developed Data Base for Smart Growth Organizations and Sustainable City Groups, Bay Area, 2008

AWARDS

- Environmental Service Award, from SF Environment, San Francisco, CA, April 2008
- Pilot Award for initiation and community motivation, Helena, MT, 1996

TRAININGS

- Ecology of Leadership, Regenerative Design Institute, James Stark & Christopher Kuntzsch 2009-10
- MBTI personality type training, Dave Warner and Associates, 2009
- Training in Evolutionary Leadership for Sustainability, Alexander & Kathia Laszlo, Syntony Quest, 2007
- Intrapersonal dynamics training, Pursuit of Excellence 2001-03
- Non-violent communication, and youth leadership training, Power of Hope, 2001
- Facilitation and group dynamics training, The City Repair Project, 2000-03

HOBBIES AND INTERESTS:

Hiking, swimming, yoga, running, oil painting, art, tea, networking.