

# Kate Noble

## Summary

---

Strategic, insightful, and facilitative leader dedicated to social change, racial justice, and organizational and community wellbeing. Combines her roles as a planner, coach, facilitator, and evaluator to optimize the best ideas, talent, and resources to create change. Holds a Master of Public Policy from the Humphrey School of Public Affairs. Strengths in bringing clarity and structure to complex situations, strategizing in “real time,” systems and design-thinking, relationship building and coaching, and maintaining a balcony view while planning and implementing detailed tasks.

## Professional experience

---

### Colibri LLC, Saint Paul, MN

Lead Consultant and Founder

November 2018 – present

Kate partners with philanthropies, nonprofits, businesses, governmental agencies, and leaders dedicated to social change. Her current and recent clients include the City of Minneapolis, a university in Minnesota, a public library system, and a nonprofit developing an equity focus. Kate’s consulting services include:

Strategy development, visioning,  
planning, and initiative design

Evaluation, learning, and research

Coaching

Facilitation, convening, and  
community engagement

### The Improve Group, Saint Paul, MN

Managing Consultant

October 2017 – October 2018

Senior Research Analyst

September 2016 – October 2017

Research Analyst

June 2013 – September 2016

*Overview:* Managed a portfolio of strategic planning, program design, facilitation, research, and evaluation projects. Supported organizations to develop, improve, and enhance their approaches and gauge the impacts of their work. Focused on economic and community development, racial justice, immigrant rights, public health and wellbeing, and systems change.

*Project design and management:* Managed five concurrent projects totaling \$1,000,000. Fostered client and partner relationships, created and managed budgets and work plans, coached team members and delegated tasks, organized workflow and staff capacity in Salesforce, and managed multiple deadlines in a fast-paced environment. Designed and implemented formative, summative, and developmental process and outcome evaluations, which included developing theories of change, logic models, evaluation plans, data collection instruments, and reports in formats for different audiences. Conducted situational analyses to inform strategy sessions, facilitated participatory planning workshops, and synthesized stakeholder input into visions, objectives, strategy, and work plans.

*Community engagement and analysis:* Engaged stakeholders including staff, board members, community leaders, and people with lived experience through interviews, surveys, focus groups, and participatory techniques such as World Café, listening circles, and Open Space Technology. Conducted quantitative and qualitative analysis, synthesized data into key findings, crafted recommendations, and engaged stakeholders to interpret findings and use them to make decisions.

## Email

noble@colibriconsulting.co

## Address

1841 Goodrich Avenue  
Saint Paul, Minnesota, 55105

## Website

www.colibriconsulting.co

## LinkedIn

[https://www.linkedin.com/in/  
kate-noble-62453448/](https://www.linkedin.com/in/kate-noble-62453448/)

## Skills overview

- Initiative design & evaluation; research
- Strategy; strategic planning; action planning
- Project & portfolio management
- Group facilitation; consensus building; evaluation capacity building
- Coaching; facilitative leadership; team building
- Equity-focused approaches; intercultural responsiveness
- Engagement and data collection through virtual and in-person survey, interview, focus group, workshop & creative methods
- Analysis; synthesis; data visualization; report and memo writing
- Crafting actionable recommendations; process improvement mindset and skills
- Product quality assurance
- Systems & complexity thinking; policy analysis
- Spanish proficiency

*Facilitation and leadership:* Coached colleagues and clients on project design, data collection, analysis, reporting, and facilitation; ensured accuracy and accountability. Skilled at navigating interpersonal dynamics, such as when to contribute as a team member versus when to take the lead, and balancing facilitative and directive leadership. Trained in Technology of Participation and Racial Justice Facilitation. Designed and led internal staff and external client meetings, brought groups to consensus on decisions, and designed and facilitated full-day convenings.

**Sabathani Community Center**, Minneapolis, MN

February 2013 – June 2013

Evaluator

- Developed evaluation strategy for Eliminating Health Disparities Initiative state grant; improved systems for managing data; cultivated buy-in with staff by coaching on evaluation and building trust.
- Designed tools to collect data; analyzed data from community development programs.
- Crafted recommendations for organizational evaluation capacity building and grant implementation.

**Minneapolis Public Schools**, Minneapolis, Minnesota

Bilingual Associate Educator, Northrop Environmental Elementary

January 2010 – January 2012

Bilingual Associate Educator, Bancroft Elementary

October 2010 – June 2011

- Assisted Principal with organizational and interpersonal duties; mediated conflicts; counseled students.
- Taught phonemic awareness, writing, and math to behind grade-level kindergarteners.
- Served as liaison between parents, administration, and teachers; translated documents from English to Spanish; interpreted for Spanish-speaking families at conferences and other school programs.
- Coordinated after-school tutoring programs and student government.
- Designed and instructed nutrition and gardening classes for students and ESL classes for parents.

**Winsor English Language Institute**, Buenos Aires, Argentina

January 2007 – June 2008

English Instructor

- Taught conversation and grammar classes to students; designed curriculum and employed multiple teaching methods to engage and inspire students with varying learning styles.

**City of Saint Paul**, Saint Paul, MN

Summers 2004 – 2007

Supervisor of Youth Job Corps

- Managed 10–15 young people working on urban gardening projects; coordinated garden implementation and maintenance; taught workplace skills and coached on accountability and self-esteem.

## Education

---

**Humphrey School of Public Affairs, University of Minnesota**, Minneapolis, MN

2011 – 2013

Master of Public Policy

- Concentration: Leadership and Evaluation for Social Policy
- Graduate Student Capstone, Northside Achievement Zone: Evaluated the family engagement strategy of a federal Promise Neighborhood Implementation grant recipient, Northside Achievement Zone (NAZ); identified characteristics of successful engagement strategies; developed tool for NAZ to measure family engagement activities and levels.
- Humphrey Alumni Scholarship, awarded for academic achievement and commitment to public service
- Community Engagement Officer, Public Affairs Student Association
- Coursework: Applied Program Evaluation, Program Evaluation Theory, Survey Research Methods, Statistics, Telling Stories with Numbers, Regression Analysis, Managing Civic Engagement, Citizenship as Public Work, Politics of Public Affairs, Management of Organizations, Economics of Early Childhood Education, Microeconomics, Macroeconomics, and Financial Management

**University of Puget Sound**, Tacoma, WA

2003 – 2007

Bachelor of Arts in Psychology; minor in Spanish

## Training & credentials

---

- International Coach Federation credential process, Mindfulness Coaching School April 2020 – Current
- Racial Justice Facilitator Program, YWCA February 2020
- International Association for Public Participation training: Planning Public Participation December 2019
- European American Identity and Culture workshop, Healing Roots Spring 2019
- Registered Yoga Teacher training - 200 hours, Durga's Tiger School, Ecuador November 2018
- Technology of Participation trainings: Strategic Planning, Facilitation, Designing for Change 2016 – 2018
- Coaching training in adult stages of development, Growth Edge Consulting February 2018

## Volunteerism & additional skills

---

- Member of Board of Directors at Think Small, Saint Paul, MN 2014 – 2019
- Chair of Public Affairs Committee at Think Small, Saint Paul, MN 2017 – 2018
- Proficient and formerly fluent in oral and written Spanish
- Proficient in Microsoft Word, PowerPoint, Excel, and Publisher; Salesforce; STATA, SPSS, Dedoose and MAXQDA analysis software; and Snap Surveys and SurveyMonkey