

Kate Noble

noble@colibriconsulting.co ♦ Minneapolis, Minnesota, U.S.A.

Summary

Strategic, insightful, and collaborative leader passionate about social change and leadership development.

Qualified evaluator, researcher, strategic planner, and facilitator; currently an independent consultant. Holds a Master of Public Policy from the Humphrey School of Public Affairs. Strengths in synthesizing and simplifying complex information, developing and deepening relationships, and holding in mind the big picture while planning, delegating, and executing detailed tasks. Skillset includes:

- ♦ Program evaluation; research; strategy
- ♦ Project management
- ♦ Survey, interview, focus group, workshop methods
- ♦ Analysis; synthesis; reporting in written and verbal formats
- ♦ Policy analysis; systems thinking
- ♦ Intercultural awareness and responsiveness
- ♦ Large group facilitation, consensus building; guiding data informed decision-making
- ♦ Spanish proficiency
- ♦ Team building

Professional experience

Colibri LLC, Saint Paul, MN

Lead Consultant and Founder

November 2018 – present

Kate partners with government, foundations, non-governmental organizations, businesses, and leaders dedicated to social good and sustainability. Her mission is to encourage organizations and leaders to imagine potential, connect the dots, and take the best action to expand good. Kate's consulting services include:

- ♦ Evaluation and Research
- ♦ Initiative and Program Design
- ♦ Strategy Development, Visioning and Planning
- ♦ Facilitation of Group Decision-Making

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

Managed portfolio of evaluation and strategic planning projects. Clients included foundations, nonprofits, and the State of Minnesota. Experience and interest concentrated on economic and community development, social justice, immigrant rights, public health and wellbeing, and systems change.

Project planning, management, and implementation: Managed five concurrent projects totaling approximately \$1,000,000. Developed scopes of work, executed contracts, managed and fostered client and partner relationships, developed work plans, delegated tasks, organized workflow in project management software, and met multiple weekly deadlines. Designed and implemented formative, summative, and quasi-developmental process and outcome evaluations, which often included developing Theories of Change, logic models, and evaluation plans. Conducted needs assessments and situational analyses to inform strategic planning processes; facilitated participatory planning workshops, and synthesized stakeholders' interests into visions, objectives, and strategic directions in easy-to-apply formats.

Leadership, supervision, and facilitation: Coached staff on project design, data collection, analysis, reporting, and facilitation; ensured staffs' accuracy and accountability. Experienced in providing constructive criticism, interviewing staff for new positions, and advising others in developing personal

and project work plans. Trained in Technology of Participation methods, 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 an Eliminating Health Disparities Initiative state grant; improved systems for managing data; cultivated buy-in with staff by coaching on evaluation skills 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 Supplemental Education Services 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; 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 youth working on urban gardening projects; taught job skills and held youth accountable to job requirements; fostered self-esteem through constructive feedback

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 and document 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

Additional experience

- 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
- Highly proficient and formerly fluent in oral and written Spanish
- Highly proficient in Microsoft Word, PowerPoint, Excel, and Publisher; Salesforce Mission Control; STATA, SPSS, and Dedoose analysis software; and Snap Surveys and SurveyMonkey

Example Publications

Kate's work is dedicated to clients working in the social sector. Clients retain proprietary ownership of the final reports and other deliverables, and most of these reports are not available to the public. Several of Kate's past clients have made her work publicly available; these publications are included below.

Noble, K. & Rezac, M. (2019). *Healthy regulation: An analysis of the factors that drive environmental health regulatory activity in the City of Minneapolis*. Executive Summary retrieved from [https://lims.minneapolismn.gov/Download/RCA/9480/Healthy Regulation Executive Summary Readable.pdf](https://lims.minneapolismn.gov/Download/RCA/9480/Healthy%20Regulation%20Executive%20Summary%20Readable.pdf). Full report retrieved from [https://lims.minneapolismn.gov/Download/RCA/9482/Healthy Regulation Report Readable.pdf](https://lims.minneapolismn.gov/Download/RCA/9482/Healthy%20Regulation%20Report%20Readable.pdf)

Goldstein Moses, L., Hallstrom, J., Mueller, K., & Noble, K. (2017). Facilitating an evaluation process to adapt methods and thereby enhance an intervention. In Quinn Patton, M., *Facilitating Evaluation: Principles in Practice*. Thousand Oaks, CA: Sage Publications, 148-150.

Noble, K., Obinna, J. & The Improve Group (2016). *Northwest Area Foundation's Theory of Change*. Retrieved from https://www.nwaf.org/wp-content/uploads/2017/11/NWAF_TOC.pdf. Note: graphic design support credited to the Northwest Area Foundation.

Noble, K. & The Improve Group (2016). *Rural Information Technology Alliance Consortium Evaluation Report*. Retrieved from [http://www.ritaconsortium.org/sites/default/files/RITA 2016 Evaluation Report.pdf](http://www.ritaconsortium.org/sites/default/files/RITA%202016%20Evaluation%20Report.pdf)

Stewart, R. and Noble, K. (2015, October 23). *Fresh eyes on equity-focused practice*. American Evaluation Association 365. Retrieved from <https://aea365.org/blog/2-for-1-week-rebecca-stewart-and-kate-noble-on-fresh-eyes-on-equity-focused-practice/>

Noble, K. & Lipski Cain, J. (2015, March 25). *Important considerations for conducting a needs assessment*. The Improve Group Blog. Retrieved from <http://theimprovegroup.com/blog?combine=important+considerations>

Presentations

Noble, K., Goldstein Moses, L. & Stewart, R. (2015). *Community Responsive Evaluation and Research*. Presentation at the Minnesota International NGO Network Idea Summit, Minneapolis, MN.

Noble, K. & Lipski Cain, J. (2015, March). *Conducting a Needs Assessment*. Presentation at the Minnesota Evaluation Studies Institute Conference, St. Paul, MN.

Connell, C. & Noble, K. (2013, November). *Case Study Methodology*. Presentation at the American Evaluation Association, Washington D.C., MD.