

NG Consulting Group – Nan Gellerman

PHILOSOPHY STATEMENT

The initial challenge in problem solving and change strategies is to identify whether we are facing technical or adaptive issues.

Technical issues are those most commonly identified by management. But when old tools or systems are inadequate and new ones introduced, the issue of adaptive challenge enters the management picture. Adaptive issues involve human beings and all their systems, as well as their ideas, fears, beliefs and self-esteem. It is in the adaptive phase when people are confused, stressed, and resistant that most change work fails. I can help you identify and successfully navigate through both technical and adaptive issues.

The challenge of adaptive issues is ownership—by the individuals and their teams.
In the words of Margaret Wheatly: "People only support that which they help create."

AREAS OF EXPERTISE/RESULTS

- Extensive experience with University fiscal and administrative systems
- Expert federal grant management & reporting (A-122, A-21 and A-133, USAID, HHS and CDC policy and reporting expertise)
- Successful policy compliance and audit support
- “Shadow Systems” development for in-depth budget and organizational reporting
- Dynamic team and workgroup process development: goals alignment, and workflows assessment, planning and development strategies, Lean and Kaizen
- Analysis of current challenges and system dependencies and resilience strategy

EXPERIENCE / SELECTED PROJECTS

- Developed, trained and lead the fiscal team responsible in the management of and reporting for 16 federal grants totaling \$70m plus annually for country offices in Africa, Asia and the Caribbean
- Developed and delivered training curriculum for short and long term finance policy, compliance and leadership training for international staff and partners
- Collaborated with University leadership in the development of international business interests and practices
- Lead strategic planning and sustainability efforts with boards, directors and management teams
- Co-wrote federal, state and private grant funding requests

CREDENTIALS

- MS, Management and Leadership, Antioch University
- BA, Leadership and Change
- Certified Management Accountant (retired)
- Certificate, USAID Rules and Regulations: Grants and Cooperative Agreements
- Certified Grant Manager, State of California and Department of Housing and Urban Development

SELECTED CLIENTS

- Women in Revolution Foundation
- Abundancia – Creating Communities
- Painted Messages
- Antioch University
- Prolumina Trial Technologies
- Center for Domestic Peace

Contact the Alliance at 206-616-8461 OR alliance@u.washington.edu.