

CAPABILITY STATEMENT

KEY DIFFERENTIATORS: CULTIVATE STRATEGY...

- Designs and leads onsite & virtual meetings
- Centers adaptive leadership methodologies
- Strengthens relationships through role clarity
- Awakens distributed leadership
- Embeds inclusion & equity outcomes into every process
- Applies experimental approaches in volatile conditions, with collaborative design of pilot projects
- Assesses and implements action plans for increased cultural inclusion using the Diamond Inclusiveness Assessment® (DIA)®
- Trains Technology of Participation® methods
- Taps into ToP® Certified Facilitation and over 25 years' experience in managing group dynamics

PAST PERFORMANCE

- **Inclusive Strategic Plan**, Minnesota Council on Disability: Hosted consensus process to equip staff for principled implementation of agency-defined goals. Developed highly accessible facilitation approaches, meeting materials, and documentation. Clarified roles between council, agency leadership, and staff.
- **Customer & Constituent Services Study**, City of Saint Paul: Project managed five-member team to document customer and constituent services system and user input. Provided analysis identifying concerns about access, service, and follow-up communication with users. Assessed impacts that differed among demographics of users. Synthesized user-experience and process findings uncovered in City Department data. Made recommendations for equitable process improvement and outcomes.
- **Transportation Engagement Campaign**, East Side Prosperity Campaign: Engaged under-represented communities to improve access to high-quality transit; convening neighbors, organizations, and city, county, & state officials for productive dialogue. Initiated a surge of political will to engage social justice communities in infrastructure planning
- **Business Corridor Study & Engagement Campaign**, Grand Avenue Task Force: Led task force to respond to commercial vacancies, coordinating with three nonprofit organizations and the Saint Paul City Council. Designed process and facilitated eight, high-visibility meetings ending in consensus recommendations to city officials.



CONTACT

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Cultivate Strategy is a facilitation, process consulting, and complexity coaching firm that shifts workplace cultures through narrative assessment, collaborative decision-making, and adaptive planning.

Serving the Midwest region and the Seattle Metropolitan area. Centered in Saint Paul, Minnesota.

SATISFIED CLIENTS INCLUDE

- Ramsey County
- The City of Saint Paul
- Seattle Office of Arts & Culture
- King County Transit Accessible Services
- Minneapolis Animal Care & Control
- Minnesota Council on Disability
- Minnesota Counties Computer Cooperative
- Mahube-Otwa Community Action Partnership
- HOURCAR
- Neighborhood Energy Connection
- East Side Prosperity Campaign / Engage East Side
- Grand Avenue Task Force

DESIGNATIONS

CERT designation S/WBE

Woman-Owned Small Business for the State of Minnesota,
SWIFT/Supplier #0001089626

DUNS #104975244

Primary NAICS Code: 611430

Secondary NAICS Codes: 541611, 541612