

Cassandra O'Neill

(520) 403-0687 cassandraoneill@me.com

QUALIFICATIONS

Skilled professional with proven track record of increasing educational and health outcomes, and advancing equity at local, state, and national levels. Extensive experience with collaborations, alliances, and complex systems. Co-authored the book *Five Elements of Collective Leadership* published in 2017 by Redleaf Press.

Business, Fund, and Program Development

- Increased revenue of national social service agency by over \$30 million, and wrote over \$25 million in successful grants for nonprofits, schools, and government agencies.
- Founded consulting company and helped over 200 organizations increase their effectiveness.
- Supported the success of a workforce intermediary that graduated 449 individuals with an economic impact of over \$3.5 million per year.
- Successfully managed staff and contractors in multiple social service, health, and education programs.

Organizational Strategy Development and Leadership

- Led strategy development and implementation for the Colorado Association for the Education of Young Children after 100% board turnover.
- Designed and facilitated executive team leadership development and community engagement in large library systems, state agencies, nonprofits, funders, school districts, and over 12 system and community change initiatives.
- Developed coaching curriculum called *Coaching for Change*. Delivered coach training to 100 educational coaches serving over 1,000 programs which resulted in increased quality.
- Provided coaching based on brain science to leaders, managers, and supervisors that resulted in higher performing teams.

Learning from Data

- Designed over 50 program evaluation plans, and conducted qualitative and quantitative research (focus groups, interviews, and surveys) which led to program improvement and system change.
- Facilitated capacity building for over 35 organizations and community change initiatives which resulted in increased impact. Used a variety of assessment tools including the Core Capacity Assessment Tool.
- Developed and delivered interactive keynotes and presentations (in-person and virtual) on increasing conversational intelligence by applying neuroscience findings to collaboration.

WORK HISTORY

Executive Director, Colorado Association for the Education of Young Children (COAEOYC), 01/2018 – present

Founder and Principal Consultant, Leadership Alchemy LLC, 01/2000 – present

Prior positions include policy analyst and leadership roles in a social service agency, state government, the National Governors' Association, and Rutgers University.

EDUCATION & CERTIFICATIONS

Rutgers University Master of Political Science, New Brunswick, NJ

University of California-Berkeley, Bachelor of Arts, Anthropology, Berkeley, CA

Temple University, Certificate in Culturally Competent Human Services, Philadelphia, PA

Conversational Intelligence for Coaches and Appreciative Living Coaching Certificates (2017-18)