

## Bio: Barbara Grant



Barbara Grant is the CEO for Crux Consulting Consortium. She advises leaders and organizations on their most pressing issues related to mission, strategy, and team development. Barbara’s clients come from the private, public and social sectors.

This includes multi-national corporations and NGOs (Microsoft, PATH), social impact investors, foundations and social entrepreneurs (Bill & Melinda Gates Foundation, Acumen Fund, SHE Innovates), business and membership associations (GSBA, Advancement NW), public agencies (Seattle Public Schools) and local organizations of all types, sizes and budgets. Barbara works in a variety of countries and settings, is fluent in Spanish and, being of Irish heritage, has a well-developed sense of humor.

With every client, Barbara works to be as useful as possible. She supports executives, teams, boards and colleagues in overcoming internal and external obstacles, seizing opportunities, and maximizing the impact of their work. Though she is well versed in a variety of organizational development models, Barbara is “toolagnostic”. Rather than prescribing a “right way” to approach problem solving and learning, Barbara grounds her work in known best practices and then focuses on delivering implementation strategies that reflect her clients’ unique cultures and desired results.

Barbara specializes in helping organizations capitalize on their own resources and work through conflict in a productive way. Her systemic approach to capacity development drives decision making and promotes sustainability. Clients regularly report that they value her practical, outcome-based orientation.

Barbara has a Masters in Organizational Leadership from Bastyr University, and a BA in International Relations from the University of Notre Dame. Prior to launching a consulting practice, she spent a decade at the Microsoft Corporation, managing a variety of business and service groups, and ultimately serving as Microsoft’s Director for the worldwide Management and Employee Development organizations. She also likes to remind clients that she began her professional career in prisons/jails – which has the dual benefit of being true and also makes for a good story.

Barbara is a highly rated keynote speaker and trainer for local and international conferences. She is currently a faculty member at Seattle University, teaching leadership and management in the Masters of Fine Arts program. Barbara has also been on the faculty for the University of Washington and City University and, because she is inclusive and non-aligned, has enjoyed working with Washington State University as well.

Barbara’s clients appreciate that she has faced many of the same challenges they face: having accountability for today’s bottom line results while attempting to anticipate and capitalize on tomorrow’s emerging opportunities. She is a skilled strategic advisor, a trusted leadership coach, and a dynamic facilitator. Barbara lives happily in Seattle, travels wherever Alaska Airlines or their partners will carry her, and is a parent of two very interesting children.