



Marsha Base

Director of Consultant Growth and Development, The Improve Group

Marsha uses her co-active coaching practice and years of experience in strategic and program planning and evaluation to support the growth and development of the consulting team. She strives for wholeness for each consultant, working with them to align personal values and professional goals.

Expertise

Evaluation

Marsha's evaluation experience is grounded in the community development sector and informed by work with faith-based and international non-governmental organizations. She is particularly focused on the learning aspects of evaluation and supporting programs and organizations in deeply listening and responding to evaluation.

Consulting

Marsha brings to projects years of organizational development and strategic planning experience. She is particularly adept at helping clients find solutions that balance organizational values with current realities.

Facilitation

Marsha approaches facilitation with a sensitivity to cultural context and power dynamics. She has facilitated learning, planning, and decision-making throughout the world—Ghana, Hungary, India, Japan, Jordan, Kenya, Liberia, Russia, South Korea, Tunisia, and Zimbabwe.

Professional Experience

The Improve Group | St. Paul, MN | Director of Consultant Growth and Development | 2019-present | Support each consultant's growth and development to make the most of information, navigate complexity, and ensure clients' investments of time and money lead to meaningful, sustained impact.

The Carter Center | Atlanta, GA | Advisor, Design, Planning, and Evaluation | 2016 - 2019 | Built the organization-wide design, monitoring, and evaluation function, covering all programmatic work from peace to health.

American Friends Service Committee | Philadelphia, PA | Director for Planning and Evaluation | 2010 - 2016 | Built the organization-wide planning and evaluation function including both program and organization planning and evaluation.

The United Methodist Church | Nashville, TN | Associate General Secretary, Organizational Development | 2005 - 2008 | Acted as chief of staff supporting human resources, board relations, and liaison with other agencies.

Glass Knob Consulting | Jacksonville, FL | Founder | 2002 - 2019 | Full to part-time organizational development consulting.

The United Methodist Church | NY, NY | Assistant General Secretary, Administration | 1996 - 2002 | Acted as chief of staff supporting human resources, board relations, and international programs.

Other professional experience includes **Lake Michigan College**, **Southwest Michigan Commission**, and **Central Upper Peninsula Planning and Development Regional Commission**. These formative experiences centered around community, economic, and workforce development.

Education

University of Notre Dame | Master of Science in Administration

Indiana University at South Bend | Bachelor of Science in Economics

Certification

Leadership Coaching for Organizational Performance Certification, George Mason University

Nonprofit Management Institute, Stanford Social Innovation Review & Association of Fundraising Professionals

Coaching Certificate, American Society for Training and Development