

Presenter Bio: Karen Ray

Karen Ray is President of Karen Ray Associates, a consulting firm that specializes in training and organization development for government and non-profit agencies. Karen has consulted with many organizations since the inception of her practice in 1983; her work focuses on collaboration, teambuilding and leadership. Her most recent book **“The Nimble Collaboration”** is distributed internationally by the Fieldstone Alliance.

During 1977-1983 she was executive director of a literacy-focused agency mandated to collaborate by state and federal funders. During these years she worked with the Minnesota State Department of Education to create and direct a statewide change effort which has resulted in improved services to illiterate adults and modified legislation regarding adult education. Since 1983 she has combined this collaborative experience with her training expertise to problem-solve with agency involved in joint ventures. Her first book, **"Collaboration: Creating, Sustaining and Enjoying the Journey"**, co-authored with Michael Winer, won several national awards, including “Best Book” by the Journal of NonProfits, and the “Best Technical Assistance” by the Minnesota Libraries.

Karen has consulted with a wide variety of governmental groups, including municipalities, departments of education and welfare in 4 states, school districts and systems in seven states, and the US Army. With 25 years of experience, Karen has worked with a wide variety of organizations in many sectors, in many locations Her time is split between on-going, in-depth consultation with organizations, and one / two day workshops. She’s known for active, highly participative sessions that focus on real-time problems and potential solutions. During the last 25 years she’s developed a strong reputation for group process facilitation. Karen brings a unique presence to any group.

Currently, collaboration is the theme of her work with clients such as the Packard Foundation, Northwest Area Foundation, Oregon State Commission on Children and Families, Colorado Mountain College, Veteran's Hospitals (in twelve states), the National Greenbook Alliance, the Washington State Department of Education and the Centers for Disease Control in Atlanta.

She has taught teambuilding and leadership courses in the College of St. Catherine Master's program in Organization Leadership and Ethics, and undergraduate courses for Metropolitan State University. She holds a Masters degree in Applied Behavioral Sciences from Whitworth College, Spokane, Washington with a specialty in organization and human development.