

TOM KLAUS

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Career Profile

Social sector (nonprofit) professional with an exemplary record of building leadership capacity, facilitating organization and community change, and utilizing research-based and evidence-informed practices to develop, strengthen, and sustain social change organizations.

- Authentic relational and transformational leader with proven experience leading professional and volunteer organizations, teams, task forces, coalitions, and collaborative partnerships.
- Innovative and focused strategic thinker and planner with demonstrated ease and ability with creating organizational theories of changes, strategy development and strategy implementation
- Creative problem-solver with demonstrated ability to lead diverse groups addressing controversial issues efficiently through complex processes to achieve organizational goals.
- Talented trainer, facilitator, teacher, and speaker with a dynamic presentation style and extensive experience in nonprofit and religious sector settings with professionals and volunteers.
- Award-winning writer of numerous books, popular press articles, and professional research publications.
- Effective relationship builder with a warm and engaging personality, appreciative management style, and a keen sense of humor.

Professional Experience

Tenacious Change, LLC (formerly Tom Klaus & Associates)

Laurel, MD

Founder/President

March 2013 to Present

Contracts since 2013 include, but are not limited to¹:

- providing community mobilization training and consultation to a cohort of national teen pregnancy prevention grantees of the Office of Adolescent Health (U.S. DHHS);
- building the capacity for facilitating community change of a grassroots collaboration in a major Northeast U.S. city;
- management and leadership consultant on a public health project in a major research university in U.S. southwest, which included designing, developing, and delivering a series of leadership capacity "training on demand" videos for staff;
- program sustainability training and consultation to grantees of a federally-funded project to support the educational achievement of pregnant and parenting women and young families;
- consulting to and facilitation of a national leadership development initiative for executive leaders of statewide adolescent pregnancy prevention and sexual health organizations;
- research, design, development, implementation and evaluation of a sustainable community change framework in 19 communities in a mid-western state with sponsorship from a statewide adolescent health organization and the state department of human services;
- funding consultant to multiple organizations seeking federal funds in a national public health project;
- sustainability planning through community engagement with 10 Centers for Disease Control and Prevention teen pregnancy prevention grantees;
- curriculum consultant for an English speaking preparatory school in Romania;
- organizational analysis and change strategy for a national health equity organization;
- training and technical assistance on establishing learning communities of practice on adolescent pregnancy prevention and sexual health for a Canadian social sector organization;
- board development and renewal with a statewide adolescent sexual health nonprofit.

Eastern University, College of Business and Leadership

St. Davids, PA

Adjunct Faculty

June 2014 to Present

- *Managing for Optimal Performance* (BUSA 550 – MBA in Economic Development Program)
- *Collaborative Leadership and Partnership* (BUSA 880 – PhD in Organizational Leadership)

Tamarack Institute

Waterloo, Ontario CANADA

Thought Leader (Council of Advisors)

September 2016 to Present

Invited Blogger

2014 to Present

Tamarack Institute is a "connected force for community change" based in Canada that also works in the United States and around the globe. It works with leaders in non-profits, governments, businesses, and the community to make the work of advancing positive community change easier and more effective. Thought Leaders in the Tamarack Institute act as advisors to Tamarack leaders and staff on creating vibrant learning communities around the world, idea animators through blogging and publishing, teachers in both face-to-face and online learning events, and representatives and promoters of the Tamarack Institute vision and work.

¹ Client list is available upon request.

Nonprofit Funding & Fiscal Solutions

Community Mobilization and Sustainability Specialist

Hadley, MA

November 2016 to July 2017

The Nonprofit Funding & Fiscal Solutions (NFFS) business group is part of the Donahue Institute at the University of Massachusetts, Office of the President. The NFFS, a 2016-2021 grantee of the Office of Adolescent Health, U.S. Department of Health & Human Services, was tasked with providing community mobilization and sustainability capacity building assistance to 84 teen pregnancy prevention grantees throughout the U.S. and its territories. Contract ended with Federal funding cuts to the overall program.

Advocates for Youth

Director, Capacity Building & Sustainability (2010 to 2013)

Washington, DC

December 2005 to March 2013

Program Director, Teen Pregnancy Prevention (2005 to 2010)

- Co-led teams that successfully wrote federal grants and received \$6 million over eight years from the Centers for Disease Control and Prevention (CDC) to do capacity building with national grantees
- Led project team in building capacity of nine statewide organizations and four regional organizations to integrate evidence-based approaches into teen pregnancy, sexually transmitted infections (STI), and human immunodeficiency virus (HIV) prevention projects (2005-2010, CDC's *Promoting Science Based Approaches through Getting to Outcomes*)
- Managed \$2.4 million federal cooperative agreement (2005-2010, CDC's *Promoting Science Based Approaches through Getting to Outcomes*) as project leader, including writing annual renewal applications and annual reports
- Provided leadership on \$3.5 million federal cooperative agreement (2010-2015, Office of Adolescent Health & CDC's *Preventing Teen Pregnancy Through Community-wide Initiatives*) including leading research and development of community engagement and sustainability frameworks and developing strategy and providing training and technical assistance for community mobilization, institutionalization, and sustainability in ten U.S. communities
- Coordinated technical assistance and training to state teen pregnancy prevention organizations through the National Support Center for State Teen Pregnancy Prevention Organizations
- Provided consultation, coaching, training & technical assistance to U.S. national and international organizations on a wide range of research-based and evidence-informed nonprofit general practices including but not limited to: community engagement and mobilization; leadership and talent development; strategy development; organizational development, change, and structure; talent and personnel management; governance and board development; organizational culture; team development; fund development and grant-writing; controversy management; organizational and project sustainability; qualitative and quantitative evaluation strategies; and utilization of Appreciative Inquiry in leadership, management, and evaluation.

Educational History and Certificates

Ph.D., (Nonprofit) Organizational Leadership, 2013

Eastern University, College of Business and Leadership, *St. Davids, PA*

- Dissertation: "Leadership in an Intractable Conflict over Public School Sexuality Education in the United States: A Grounded Theory Study." The study examined how the perspectives and experiences of intractable conflict over sexuality education in public schools have affected the leadership motivation and behavior of sexual health organization leaders.

M.S., Mental Health Counseling, 1991

Drake University, School of Education, *Des Moines, IA*

B.A., Religion/English (double major), 1988

William Penn University, *Oskaloosa, IA*

A.A., 1981

Marshalltown Community College, *Marshalltown, IA*

Overview of Work Experience

Over the full span of my career, my work experience is varied and extensive, making it impossible to document in a two-page resume. Upon request a full curriculum vitae can be provided. The curriculum vitae documents in greater detail:

- present and past teaching and lecturing at the university level;
- invited presentations as a keynote, plenary speaker, or trainer; academic presentations in professional conferences;
- invited participation in "think tank" sessions and advisory panels at the state and federal level in the United States, including at the White House;
- research and development of innovative models for community change, including the **Tenacious Change Approach**, a community change model that integrates the collective impact framework with community development principles and practices; organizational and program research and analysis, including process, implementation, and outcome/impact evaluations;
- program and curriculum development and replication;
- publications including peer reviewed, professional, and popular; and,
- international work experience.

Writing samples can be provided upon request.

A list of recent clients is available upon request.