



Tom Klaus, PhD is a Maryland-based nonprofit consultant, speaker, trainer, and writer whose personal mission is to bring hope and caring to the world through the nonprofit sector. In addition to his consulting practice, he is a Thought Leader with Tamarack Institute, a Canadian social change organization, and an adjunct professor at Eastern University (Philadelphia) in the MBA in Economic Development and PhD in

Organizational Leadership program. In these programs, Tom teaches, respectively, "Managing for Optimal Performance" and "Collaborative Leadership and Partnership."

Tom specializes in leadership, program, and organizational development as well as research and evaluation. His clients include local, statewide, regional, national, and international organizations. He has extensive experience with community engagement and mobilization, intractable controversy management, nonprofit board development and strategy planning, and the management of government funded health and human services grants and projects that are national in scope.

In 2016, working with Dr. Ed Saunders, a colleague at the University of Iowa, he piloted, finalized and introduced the **Tenacious Change Approach** (formerly the *Roots to Fruit of Sustainable Community Change* model), published in the peer-reviewed journal, *Community Development*. The Tenacious Change Approach features a measurable approach to creating enduring community change on social issues through the integration of the collective impact framework with community development theory, principles, and practice. In September, 2016 Tom's work on the approach resulted in an invitation to the White House to meet with Promise Zone leaders from across the United States.

He is also the author, with Liz Weaver of the Tamarack Institute, of a forthcoming chapter, in a book from the *Community Development Society*, on emerging models for the use of collective impact in community development. The chapter highlights the **Tenacious Change Approach** which is being formally introduced in the United States through Tenacious Change, LLC. It has been introduced internationally in Canada at the Tamarack Institute's Collective Impact Summit and Community Change Institute (www.tamarackcci.ca) and through the 17th Annual Global Conference of the International Leadership Association in Barcelona, Spain.

Tom has earned degrees from William Penn University and Drake University in Iowa, and his doctor of philosophy in (nonprofit) organizational leadership, from Eastern University in Philadelphia.

Thinking About Working with Tom Klaus?

Tom is available to work with nonprofit groups, organizations, and public agencies throughout the United States and Canada. Clients since 2013 have included:

Advocates for Youth (Washington, DC)	Iowa Department of Health & Human Services (Des Moines, IA)
Alabama Campaign to Prevent Teen Pregnancy (Birmingham, AL)	Iowa State University Extension (Muscatine, IA)
Barclay College (Haviland, KS)	JBS International (Washington, DC)
Carry the Future (Glendale, CA)	New York State Department of Health (Albany, NY)
Child & Family Resources of Arizona (Tucson, AZ)	Oregon Coalition Against Domestic and Sexual Violence (Portland, OR)
Child Trends (Washington, DC)	Prevention Institute of Saskatchewan (Saskatoon, SK CANADA)
Cicatelli Associates (New York, NY)	Prevention Links (Roselle, NJ)
Community Action Corporation of South Texas (Alice, TX)	Project VIDA (El Paso, TX)
Community Action Partnership of San Luis Obispo (San Luis Obispo County, CA)	Safe Harbor Children's Center (Brunswick, GA)
Cornell University (Ithaca, NY)	Sexuality & Aging Consortium (Philadelphia, PA)
Eastern University (St. Davids, PA)	Sustainable Jersey (Ewing, NJ)
EPIK Deliberate Digital (Salt Lake City, UT)	Transylvania College - The Cambridge International School (Cluj, ROMANIA)
EyesOpenIowa (Des Moines, Iowa)	University of Texas Health Science Center-San Antonio (San Antonio, TX)
Georgia Campaign for Power and Potential (Atlanta, GA)	U.S. DHHS Office of Adolescent Health (Rockville, MD)
GrantStation (Anchorage, AK)	United Way of Muscatine (Muscatine, IA)
Hawai'i Youth Services Network (Honolulu, HI)	University of Massachusetts – Donahue Institute (Hadley, MA)
Illinois Caucus for Adolescent Health (Chicago, IL)	Young Women's Resource Center (Des Moines, IA)
Institute of Women & Ethnic Studies (New Orleans, LA)	

Engagement Options

- **Quick Consults:** Same day conversations for ideas, suggestions, recommendations, or just a friendly ear via phone or video conferencing. (Hourly rate applies; billed at the end of the month or end of the consult)
- **Short-term Engagements:** An in-person consult or training event typically requiring a 30-90 hour commitment within a one to three month period. Tasks can include, but are not limited to, phone and video conference consults and meetings; research and writing; document review; planning; training design; etc. It also includes one on-site, two-day visit to client. On-site visits can be used for meetings, strategy planning, consultations, training, or facilitation. (Flat project rate applies; requires a deposit to initiative agreement for service with balance due at end of engagement.)
- **Long-term Engagement:** A substantial body of work requiring dedicated time each month for at least four months, typically up to a year. Long-term engagement clients have direct access to us as often as needed and tasks can include, but are not limited to, phone and video conference consults and meetings for personal leadership development; group or organizational development consultation; organizational change design and development; research and writing; document review; planning; training design; etc. Long-term engagements usually include at least one site visit (of at least two days) to work with a client. Site visits can be used for meetings, consultations, or facilitation regarding a wide variety of program and organizational issues. Training in the Tenacious Change Approach or other topics may be incorporated as needed. (Monthly rate applies; first monthly payment due at initiation of agreement for service; remainder of contract amount billed in equal monthly payments thereafter for the duration of the engagement agreement.)

For More Information:

twklaus@tenaciouschange.us or call 240-319-8525

Stay connected with Tom Klaus

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