

Leah Finlay

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PROFESSIONAL SUMMARY

Skilled consultant with a record of accomplishment in designing and implementing reorganization and growth. Proven track record in analyzing activities and assessing capabilities. Specialize in use of evidence-based management to streamline and synchronize operations with goals.

- Simplify complex problems to decision-relevant contexts
- Identify value propositions, develop implementation strategies and manage execution
- Understand the business implications of change and bring focus to key issues
- Experience in nonprofits and government
- Highly-organized motivator and manager
- Toastmaster's award-winning communicator

PUBLIC SECTOR CONSULTING AND OPERATIONAL EXCELLENCE

Management Consultant, *Practical Research*, New York, NY

April 2011 – Present

Develop all aspects of a business to provide evidence-based organizational development to nonprofits including Brownsville Healthy Community Coalition, Community Center Tech Services, Children's Authority, The Scholarship Fund, Latino Outreach and SLMA.

- Enabled two programs to regain previous enrollment and then exceed it by 50% within 5 months.
- Facilitated reorganization of an after-school program by clarifying goals, presenting alternatives, briefing the board and designing an evidence-based management system. Developed a program model connecting goals, operations and deliverables.
- Coached a client to win a competitive State grant, after two unsuccessful attempts, and add services at three sites, 18 months after evidence-based system was completed.
- Created a results-tracking system within five months that enabled a nonprofit to secure additional grants and donations for non-public school scholarships.
- Provided data, graphs and tables within two days, enabling a client to successfully compete for a grant in excess of half a million dollars.

Program Analyst, *CCYD Inc.*, Parsons, MD

November 2006 – February 2011

Facilitated growth and reorganization of a social service nonprofit. Guided executives and managers as they shifted focus from operations to results utilizing evidence-based management practices.

- Enabled the juvenile offender case management program to expand to a second site and double the number of clients by clarifying goals, developing measures for outcomes and modifying the evidence-based management system within 3 months.
- Reorganized the after-school program by identifying research-based programs, analyzing existing operations and developing a program model connecting goals, operations and outcomes.
- Facilitated renegotiation of workforce development objectives with local government. Clarified the problem and identified additional information needs. Revised executive report within 10 days by analyzing the database, revising the database and managing collection of new data

Planner III, Department of Juvenile Services, Baltimore, MD

February 1998 – October 2006

Improved agency operations based on industry standards and evidence-based programs. Designed a program. Facilitated executive decision making with analysis and data.

- Improved operations at 5 juvenile correctional facilities. Managed a team of probation supervisors and audited interaction of staff and youth for compliance with American Correctional Association standards. Identified problems and negotiated corrective actions with executives. Defended decisions during Office of the Secretary reviews.
- Facilitated compliance with a new case management system within 18 months. Identified problems and negotiated corrective actions with managers and executives in 35 offices and facilities.
- Designed an animal-assisted therapy program; Managed a multidisciplinary team from 6 organizations that implemented the program within 10 months.

Community Representative, Small Cities Block Grant Program, Lincoln, MD

August 1994 – July 1996

Streamlined project management and reporting systems and supported twenty-five local government managers with implementation of infrastructure, housing and economic development projects.

- Implemented accurate and on-time filing of second and subsequent annual reports to the U.S. Department of Housing and Urban Development, by streamlining grantee's reporting procedures, re-designing forms and eliminating contradictory data.
- Eliminated a backlog of incomplete projects within 3 months. Wrote grant close out procedures that enabled more rapid close out of the State's grant.
- Audited projects for compliance with complex federal regulations. Identified problems and negotiated corrective actions with local government managers.

ADDITIONAL COMMUNITY ENGAGEMENT EXPERIENCE

Manhattan Community Board 9, New York, NY, Arts & Culture Committee Lead
Project Renewal, New York, NY, Job Assistance Volunteer

June 2019 - Present
January - December 2018

EDUCATION

University of California, Berkeley
Master of City Planning

Berkeley, CA
May 1998

Barnard College, Columbia University,
Bachelor of Arts, Urban Affairs/Economics

New York, NY
May 1994

SKILLS

Agile Project Management: Scrum, Kanban, Lean, test-first

Languages: Fluent in French