



## **Lisa Diaz, Founder**

[lisa@lumenimpactgroup.com](mailto:lisa@lumenimpactgroup.com)

517.204.6046

Lisa is recognized across the country for her foundational work with organizations such as schools, nonprofits, and small/medium-sized businesses. Clients rely on her expertise in effective leadership, organizational change, strategic planning, intentional culture, management and systems processes.

### **Facilitator**

As a facilitator, Lisa turns the mirror around and shines new light on clients and their work, using stakeholder feedback, data, and probing questions to expand leader perspectives. Lisa's facilitation approach:

- Is grounded in inquiry coaching principles that guide participants respectfully and productively through their greatest challenges
- Honors and engages diverse voices and elevates collaboration, allowing both visionary and implementation-focused individuals to be valuable participants
- Prioritizes team development

### **Strategist**

Lisa knows long-term strategic planning and the design/launch of initiatives, products or services require clarity of the current state and cohesion around the desired state. She helps clients connect myriad layers in the design of comprehensive, actionable strategy. Lisa's strategy consultation:

- Begins with discovery, often with both qualitative and quantitative evidence
- Tests mission alignment to ensure the organization's core purpose is advanced
- Supports teams in developing smart, bold, shared vision; defining core values; cementing actionable plans; and creating measurable/trackable metrics
- Meshes the operational level and change management processes with the governance level and intentional, impact-oriented decision making

### **Governance Coach**

With more than 20 years of board-level coaching experience, Lisa helps governing boards serve in partnership with management through effective oversight and with clear accountability. Lisa's governance counsel helps boards to:

- Define roles, responsibilities, expectations, and accountability

- Engage in reflective processes that differentiate the weeds of implementation and management vs. the higher-level roles of governance
- Hone strategies related to board skillsets, growth, and succession planning
- Enhance the use of board member skills in advancing organizational strategy
- Develop systems to monitor progress, with a focus on continual improvement
- Design and implement leader evaluation systems that provide actionable feedback

### **Implementation Specialist**

With both governance/strategy development and management/implementation expertise, Lisa helps teams implement strategic plans, initiatives and grants while being prepared for the inevitable plot twists. Lisa's insights focus on:

- Budgeting, staffing plans, and models that ensure appropriate support for execution
- Preparation to execute a change management process with buy-in
- Action plans that incorporate all moving parts while helping prevent burnout/staff turnover
- Systems and processes to track progress, create accountability, and fuel success
- Fundraising strategies and earned revenue models as additional revenue sources

### **Cultivator of Leadership and Culture**

Lisa helps leaders and teams see that if their culture isn't thriving, their results won't either. She guides them in the tough work of creating a supportive, high-energy, collaborative environment.

Lisa's expertise as a Professional Certified Coach allows her to:

- Develop leader strengths via thoughtful, strategic inquiry
- Support individuals as they come together and learn to work effectively as teams
- Guide teams as they define and live their culture
- Deliver learning sessions on topics such as leadership styles and skillsets, team building, productive conflict, and effective collaboration
- Facilitate Everything DISC sessions that foster individual and group awareness of traits and strengths, building common language to work as teams, and pursue their greatest impact

## **WORK EXPERIENCE PRIOR TO LUMEN IMPACT GROUP**

### **Michigan Association of Public School Academies**

Chief Operation Officer, 2001-2012

- Provided programmatic leadership for the \$25 million Federal Teacher Incentive Fund grant
- Ensured implementation of a five-year rolling business plan. Oversaw employee deliverables and grew the annual budget from \$200,000 to more than \$6 million. Secured more than \$27 million in grants and private donations.

- Increased management effectiveness by recruiting, orienting, training, coaching, recognizing, and developing the management team and staff
- Developed board and staff succession plan

### **Michigan State University**

Development Officer, 2000-2001

- Designed and implemented a \$1.8 million campaign for lab renovations in the Lyman Briggs School of Science
- Executed a \$100,000 College of Natural Science Alumni Association campaign for the new Biomedical and Physical Science Building
- Participated in the planning and coordination of the 2002 Capital Campaign

### **Central Michigan University**

- Associate Director of Alumni Relations, 1999-2000
- Interim Director of Alumni Relations, 1998-1999
- Assistant Director of Alumni Relations, 1997-1998

## **EDUCATION**

### **Central Michigan University**

Master of Arts, Education Administration — 2001

Bachelor of Science, Political Science — 1997

## **VOLUNTEER ROLES**

Renaissance Public School Academy, Mt. Pleasant, 2006 – present, including as board vice president and treasurer

Mid-Michigan Aquatic Recreational Authority — 2021-present, including as treasurer

Mount Pleasant Public Schools, Diversity, Equity, and Inclusion Committee — 2022-present