

TALBOTT CONSULTING

MARTHA TALBOTT

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Martha Talbott brings both management and consulting experience to her work with nonprofit organizations. She has worked domestically and internationally in multiple capacities within the nonprofit sector. Martha earned a Bachelor of Arts in Sociology at Emory University and a Masters in Social Administration at Case Western Reserve University. In addition, she has completed specific training in personal, team and organizational effectiveness through the Gestalt Institute, Harvard Business School, and Dannemiller Tyson Associates.

ORGANIZATIONAL DEVELOPMENT

With over 25 years experience as an organizational development consultant for nonprofit organizations, Martha Talbott is skilled at engaging people in creating practical, focused, action-driven plans for their organizations. She has worked with over 60 organizations spanning large and small nonprofit organizations, community groups and academic institutions. Using a highly collaborative approach, Martha engages participants directly in the decision-making process, creating a high level of participant commitment and willingness to take immediate steps toward implementation. Martha's experience consulting with nonprofit organizations includes board development, outcome measurement, strategic planning, organization assessment, team building, change management, organizational design, scenario planning, conflict resolution, group facilitation and inter-organization collaboration.

CAPACITY BUILDING

As the Consulting Services Senior Manager at the Georgia Center for Nonprofits, Martha created and managed capacity building services for nonprofit organizations across Georgia. She created the process for capacity building used by several Atlanta foundations, recruited a team of over 100 consultants, assessed each organization's project, matched them with the appropriate consultants, monitored their progress, and developed a system for evaluating outcomes.

GRANTMAKING

Martha has recently served as the Director of Programs at The Atlanta Women's Foundation where she was responsible for developing an integrated program of strategic grant-making, advocacy and capacity building. Maximizing grantmaking results toward social change for women and girls was a key focus of the new strategy.

FACILITATION TRAINING

Martha is a certified mentor trainer in the *Technology of Participation Group Facilitation Methods* and the *Participatory Strategic Planning Methods* of the Institute of Cultural Affairs. She has trained over 150 nonprofit staff and volunteers using these collaborative action-focused methods.

FINANCIAL MANAGEMENT

Martha was the Director of Finances for the Institute of Cultural Affairs, an international community development organization with local staff in 35 countries. She was responsible for the ongoing financial operations of the offices in the United States and Europe. Martha also provided training in financial management to local staff internationally.

SERVICES	
CLIENTS RECEIVE	CUSTOMIZED FOR YOUR NEEDS
<ul style="list-style-type: none"> • A customized approach to the organization’s needs • A participatory approach to facilitating change • Proven methods which bring out the diverse voices and perspectives of all stakeholders • An emphasis on practical, focused actions • A foundation built on the assets and strengths of the organization and its people • An approach that allows participants to identify common goals • Measurable results to chart the organization’s success 	<ul style="list-style-type: none"> • A customized approach to the organization’s needs • A participatory approach to facilitating change • Proven methods which bring out the diverse voices and perspectives of all stakeholders • An emphasis on practical, focused actions • A foundation built on the assets and strengths of the organization and its people • An approach that allows participants to identify common goals • Measurable results to chart the organization’s success

WHAT CLIENTS ARE SAYING ABOUT MARTHA TALBOTT

“Martha Talbott has served Oxford College as a consultant on several occasions. She has guided important student focus-group discussions and directed community-wide discussions with faculty, students, staff, and alumni as we developed our most recent ten-year strategic plan. Martha recently returned to lead our faculty in discussing a proposal to change our General Education Requirements.

That we keep calling on Martha to lead us in these high-stakes discussions attests to her exceptional effectiveness. She is methodical in her preparation, a great listener, and dedicated and thoughtful in her focused and light-handed leadership in guiding group interaction; she guides by asking questions that both help keep discussion on point and deepen the development of nascent ideas.

I speak for our entire faculty in giving Martha Talbott our unqualified and enthusiastic endorsement. “

Kent Linville
 Academic Dean and Chief Academic Officer
 Oxford College of Emory University

“As the Board Chair for GOAL, a nonprofit that focuses on enhancing the self-esteem of adolescent girls, I found Martha to be an excellent facilitator for our strategic planning session. She had the tough job of helping us refocus our mission and set five year goals in order for our organization to get to its next level of success. Her patience, skill and methodologies were on the mark. We walked away with a workable plan to guide us into the future.”

Jane S. Goldner, Ph.D.
GOAL, Board Chair

“Before Martha worked with CVI on our current strategic plan, our organization had not ever had an active plan with annual objectives and reports. Martha helped us find a method that would keep us on track during implementation and would accomplish the small steps that have led to major changes. Martha led us through a process that included all our stakeholders, set important goals, and led to solid accomplishments. She is knowledgeable about all aspects of planning and strategy and becomes a friend as you work through the process.”

Subie Green
CEO, Center for the Visually Impaired

“Martha Talbott walked us through a long overdue restructuring process at the Monroe Art Guild. Her innovative approach and fresh ideas opened doors for our board and our organization that we had not considered before working with her. Martha is very good at working with a group to assess their current situation and helping them to come up with plans that both accomplish the goals and are compatible with the skills and talents of the people involved. “

Steve Brown
President, Monroe Art Guild

“Working with Martha was a pleasure. She listened, asked pertinent questions, took time to understand our organization, gave guidance and left us with a workable plan. Martha has a wealth of knowledge about non-profits and shared that knowledge in tangible ways that immediately benefited us. Rally looks forward to working with Martha again.”

Dean Crowe
Founder and CEO
Rally Foundation For Childhood Cancer Research

“We, being a relatively new 501(c)(3), needed to develop a three year plan which included defining and agreeing upon measurable objectives. Martha came up to speed very quickly and organized and facilitated a one day weekend business planning session with our Board. She did a terrific job of outlining expectations early, seeking input on a long list of subjects, narrowing this list and then gaining consensus. This was a tough task given the makeup of our Board, but Martha did an exceptional job

keeping us on task and driving all the way to completion. We would not have been able to have had this planning session without her assistance.

Roger Vernier
 Board Chair, Men's Health and Wellness Center at Saint Joseph's

CLIENT LIST

<p>Agape Community Center Alternate ROOTS American Friends Service Committee, Southeast Regional Office American Red Cross of Metropolitan Atlanta Atlanta Executive Service Corps Atlanta Interfaith AIDS Network Atlanta Outreach Center Big Brothers and Big Sisters of Oconee County Byrdine F. Lewis School of Nursing, Georgia State University Camp Twin Lakes Carl Vinson Institute of Government, University of Georgia Center for the Visually Impaired Clayton County Emergency Services Communities in Schools of Atlanta Corpus Christi Catholic Church Crossroads Community Ministries Cultural Arts Center of Douglasville and Douglas County Family Connections of Georgia Georgia Alliance for Clean and Affordable Power Georgia Council for the Arts Georgia Justice Project GOAL: A Girl's Journey of Growth Golden Age Center of St. Paul United Methodist Church Good Neighbor Homeless Shelter Hands on Atlanta Homestretch</p>	<p>International Community School Kidney Foundation of Metropolitan Atlanta Latin American Resource Center of Brunswick Little Five Points Community Center Madison-Morgan Conservancy Mechanicsville Neighborhood Association Men Stopping Violence Men's Health and Wellness Center at Saint Joseph's Monroe Arts Guild Mountain Light Unitarian Universalist Congregation National Association of Independent Artists North Central Florida AIDS Network Northwest Unitarian Universalist Congregation Odyssey Oxford College of Emory University Pathways Community Network, Inc. Piedmont Park Conservancy Rally Foundation Reynoldstown Redevelopment Corporation Saint Vincent de Paul Society Senior Connections Southeastern Network of Youth and Family Services University of Georgia, School of Social Work U.S. Forest Service, Southeast Region Women's Funding Network YWCO of Athens</p>
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