
Krischanna Roberson, M. Ed

Principal Consultant

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PROFILE AND HIGHLIGHTS OF EXPERTISE

A national award-winning Racial Strategist who is dedicated, passionate, and a highly organized self-starter. Experienced leader with over 20 years of business management experience, combined with a DEI focused academic background. A demonstrated skill for building a coalition, often with members with competing interests that leads to successful desired outcomes. Extensive experience in DEI, organizational dynamics, operations, fiscal structures, and outstanding communication grounded in cross-cultural strategy. A proven ability to strategically plan and implement policy, initiatives while building and leading inclusive teams. Skillful collaborator who can develop partnerships throughout the organizational community. A unique skill set that pairs a business-savvy approach with my ability to be an engaging facilitator and educator. My areas of expertise include:

- ◆ Business Operations & Management
 - ◆ Change Management
 - ◆ Communication Skills (Interest-Based)
 - ◆ Creating inclusive collaborative spaces
 - ◆ Decision making using Analysis (KBI's/OKR)
 - ◆ Diversity, Equity & Inclusion Leader
 - ◆ Influential and Inspiring
 - ◆ Keeping it Simple for Everyone
 - ◆ Project Management and Organization
 - ◆ Strategic Planning and Execution
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PROFESSIONAL EXPERIENCE

Principal Consultant – Collabovate Consulting (Remote) Jan 2011 – Present

- ◆ Executive coaching and development for change management and strategic planning to develop systems that are inclusionary, racially healthy, and align goals to support the organization's social enterprise.
- ◆ Developed, designed, and delivered DEI seminars with learning focused on race, inclusion, culture, adaptive leadership, communication, conflict management.
- ◆ Analyzing existing DEI policies, plans, and strategies for organizations and making challenging recommendations and suggestions with solutions.
- ◆ Collaborated with C-Suite and cross-functional teams to implement initiatives and strategies for developing and implementing DEI policy and processes as well as maintaining a healthy team culture.
- ◆ Managed the scoping, design, and implementation of DEI strategic performance improvement initiatives.
- ◆ Initiated and implemented needs assessment to determine and align professional development for alignment to mission vision and goals.
- ◆ Managed financial reporting and forecasting negotiated and developed contracts and budget streams.
- ◆ Developed and facilitated executive planning meetings, all staff sessions, retreats in person and virtually.
- ◆ Keynote note speaker and facilitator for national conferences and organizations.

Systemic Coach - Pacific Education Group (Remote) July 2018 – March 2020 (Layoff due to Covid-19)

- ◆ Managed a portfolio of clients across the US to provide DEI coaching for executive leadership and staff.
- ◆ Facilitated and developed a training curriculum for the affiliate partners to deepen learning around race and inclusion.
- ◆ Coached and certified affiliate teams who were licensed to use the Courageous Conversation™ 2-day Beyond Diversity curriculum.
- ◆ Designed and facilitated customized curriculum live and virtually aligned with organizational objectives and goals to support DEI learning and development.
- ◆ Developed and facilitated seminars at national events such as Microaggressions, Leading a Team Inclusively, Student of Color engagement programming, Building Relationships.
- ◆ Developed and installed several processes used by other national and international coaches within our department to create efficiency and fidelity across our organization.
- ◆ Developed qualitative and quantitative analysis tools using key performance indicators.

Supervisor of Equity - Bellevue School District from 2015 to 2018

- ◆ Proven leader in driving enterprise-wide equity initiatives and strategic projects for adult-focused learning and development initiatives across the district.
- ◆ Developed and cultivated the equity staff inclusive of job description, development, hiring, management, coaching, and guidance.

- ◆ Managed the social enterprise across the district measuring the adaptive performance against the strategic and operational plan.
- ◆ Provided analytical and subject matter expertise to support compliance in the evaluation, remediation, and closure of issues related to data trends and challenges of equity across the entire district.
- ◆ Managed and cultivated relationships by serving on internal and external committees, coalitions and collaborative efforts across the city and region.
- ◆ Program Management for adult and student programming across the district in collaboration with local and state government.
- ◆ Managed the continuous improvement processes and quality standards for the Equity Department.
- ◆ Managed the workflow process of marketing, communication, production, and logistics.
- ◆ Financial management and oversight for state and grant funding.
- ◆ Developed reporting utilizing organization data structures and systems.
- ◆ Revised the district hiring process focused on equity and a writing section for DEI.

Director of Operations - Bellevue College (Bellevue, WA) Jan 2013 to Aug 2015

- ◆ Managed a division restructure after an in-depth assessment using organizational development strategies.
- ◆ Direct the deployment of the department strategy through a team of Program Managers.
- ◆ Created, implemented, and developed strategic processes for systems accountability and administration.
- ◆ Financial oversight for multi-million-dollar state and self-support budgets.
- ◆ Streamlined the reporting process by developing monthly, quarterly, and annual reporting structures that aligned with the division restructure.
- ◆ Build and lead the learning and development management process to improve performance, competitive advantage, innovation, the sharing of lessons learned, integration and continuous improvement within the division and across the campus community.
- ◆ Developed and promoted collaborative tools such as affinity-based lunch and learns to facilitate the sharing of ideas and work among internal teams and external partners.
- ◆ Advised student organizations, created and led DEI learning and development across departments on campus.
- ◆ Advised and supported Presidents and executive-level management.
- ◆ Co-led (with the VP of Equity) the DEI strategic planning committee for the creation of a diversity plan in partnership with the City of Bellevue and Bellevue School District.
- ◆ Adjunct Faculty where I designed, developed curriculum, and taught a DEI focused hybrid intercultural communications course over several semesters.
- ◆ ***Elected to Bellevue School Board and served a two-year term***
Hiring and evaluating the superintendent and overall governance in collaboration with four other elected members of the district. Oversight of over 19,000 students in 29 schools; 93.4% Graduation Rate, \$200 Million budget, (2013 OSPI Data). Data analysis of School Improvement Plans (SIP), Enrollment, Class Size, Graduation Rates, Special Education, AP, IB, and Gifted Education

Business Manager – Coca Cola Enterprises from 2007 to 2011

- ◆ Managed the administration of the sales and distribution center.
- ◆ Multi-million-dollar finance management inclusive of forecasting, budgeting, reporting across all aspects of accounting.
- ◆ Managed and cultivated a team with various roles and responsibilities across sales and distribution.
- ◆ Analyzed statistical data to appraise operating results for profitability and performance.
- ◆ Collaborated with management to determine strategic marketing targets and tactics.
- ◆ Developed and implemented a system and process for POS (point of sale) management.
- ◆ Restructured the entire HR process inclusive of recruitment, job design and description, onboarding, offboarding, time off process, training, termination, discipline, development, and review process.
- ◆ Created a reporting and interest-based system and process for sales team volume and cost per case analysis.
- ◆ Coordinated and led special projects working across departments.
- ◆ Negotiated contracts and managed vendor relationships.
- ◆ Skillfully utilized independent judgment to take proactive approaches to negate problems.
- ◆ In partnership and collaboration with other facilities across WA state and the executive leadership team, we managed a full-scale union strike.

EDUCATION

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| ◆ <i>Northeastern University – EdD in Higher Education Policy</i> | <i>Expected Dec 2020</i> |
| ◆ <i>University of Illinois – M. Ed in Education Leadership (DEI)</i> | <i>Aug 2013</i> |
| ◆ <i>Saint Leo University – BS in Business Administration & Management</i> | <i>Aug 2009</i> |