

Kismet Saglam

STRATEGY | GOVERNANCE | ORGANIZATIONAL ALIGNMENT

OVERVIEW

Senior leader with deep experience working with boards and executive leadership across national nonprofits, professional societies, and complex organizational systems.

Known for operating in environments where direction is not fully defined and priorities are competing, bringing structure, alignment, and forward momentum.

Has served as interim Executive Director for multiple organizations, maintaining operational stability while supporting boards through transition, restructuring, and strategic change.

BOARD VALUE

- Translates strategic priorities into clear, executable plans aligned with organizational capacity
- Supports governance effectiveness by strengthening alignment between board, leadership, and operations
- Navigates complexity across multi-stakeholder environments, including affiliate networks and national systems
- Builds organizational structure and clarity to support sustainable growth and long-term impact

RELEVANT ENVIRONMENTS

National nonprofits • Foundations • Healthcare organizations • Professional societies • Education & learning platforms

EXPERIENCE HIGHLIGHTS

- Vice President, Strategy & Operations for a national nonprofit organization, leading strategic planning, operational alignment, and cross-organizational initiatives
- Extensive experience advising and reporting to boards across multiple organizations within association management and consulting environments
- Led strategic planning processes in partnership with boards, including development of implementation frameworks and performance tracking
- Conducted organizational and operational analyses to identify gaps, streamline processes, and support growth initiatives
- Developed programmatic and credentialing strategies aligned with professional education and certification needs
- Served as interim Executive Director for multiple nonprofits, working directly with boards to maintain stability and advance organizational priorities

DIFFERENTIATION

- Combines governance insight with hands-on operational execution
- Brings cross-organizational perspective from working with multiple boards and leadership teams
- Comfortable operating in complex, evolving environments with competing priorities
- Focused on clarity, accountability, and measurable outcomes