

# KEISHA KOGAN

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## Professional Summary

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Director of People, Culture and Policy

An educator and facilitator for over ten years whose greatest strengths is in creating environmentally appropriate support that empowers community members and creates greater company buy-in and connection. Strength in creating working communities, including experience working across many educational platforms - including online education as well as conducting meetings and facilitation for both large and small groups online. Proven manager and mentor. Active in social justice, gender equity, racial justice in both the public and private sector. Background in creating scalable programming.

## Skills

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- Dedicated Leader & Providing Vision
- Equipping & Educating Communities
- Guiding Leaders in the Work of Communication
- Assessing Needs & Developing Plans of Action
- Facilitating Connections and Conversations
- Engaging in Focused Collaboration
- Adapting & Integrating Models & Resources
- Providing Insights & Subject Matter Expertise
- Supporting the Creation of Community Care Plans
- Building Relationships of Mutual Support
- Well-Organized & Detail-Focused
- Multi-Tasking & Prioritizing Competing Demands
- Excellent Verbal & Written Communication

## Creating Community

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- Effectively assisting individuals to connect to their strengths and passions.
- Building dynamic communities through support of the individual member and clarity of the group's goals
- Using analytics as well as personal employee accounts to create bold unified teams and community.
- Tailoring communication to limit extraneous meetings and create open lines of connection.
- Modeling and encouraging accountability
- Leaning into a feedback culture built out of a sovereign and mutually respectful container.

## Leadership & Team Collaboration Experience

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- History of pin-pointing spots that need more focus and attention, great at staff course correction in a way that supports the staff member through modeling, open communication and availability.
- Successfully providing staff support through collaborative, multidisciplinary work to identify and fill gaps in training, education, and resources.
- Demonstrating consistent operational excellence and maintaining a stellar office reputation, while regularly gathering and evaluating data in order to prepare key reports.
- Guiding staff by administering comprehensive work expectations, support in identifying the severity of the client's present situation and appropriate responses as well as being available for staff debriefings.

## Curriculum Development & Educational Programs Experience

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- Successfully preparing learners of all ages to become either strong for profit leaders or non-profit leaders, providing instruction through coursework independently and as a part of dynamic team.
- Playing a key role in bringing social justice issues to the community and to the forefront of major stakeholders.
- Translating operational directives into program roadmaps, and organizing instruction according to created course outlines, as well as keeping areas of learning focused on discussions.
- Creating trainings that spotlight strengths, while identifying and addressing growing edges, focusing on creating a foundation of respect for individuals through a holistic, intersectional, and dialogue-based approach.
- Effectively providing program implementation, management, and administrative coordination, with a focus on education and community awareness and wellness events; evaluating program information and preparing key reports.
- Strategically contributing to the planning, development, and implementation of proposals, as well as supporting the planning, coordination, and marketing of programs.

## Professional Experience

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**Assistant Director, CONNECT Faith** – CONNECT, New York, NY – 11/2013 to 05/2020

**Founder, Spiritual Counselor & Virtual Support Group Leader** – Waters of Oshun – 05/2002 to Present

**Facilitator, Restorative & Transformative Justice** – The Restorative Justice Alliance – Present

**Spiritual Counselor** – Waters of Oshun – 2022

**Adjunct Faculty** – Union Theological Seminary, New York, NY – 08/2016 to 05/2020

**Chaplain** – Manhattan Family Justice Center, New York, NY – 01/2014 to 05/2016

## Additional Training & Certifications

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- Social Justice Ministry Certification – Auburn Seminary - First Cohort
- Social Justice Ministry Program – Auburn Seminary - Two Years
- Ordained Interfaith/Inter-Spiritual Minister – One Spirit Learning Alliance/Interfaith Seminary
- Full Spectrum Doula - The Doula Project
- Sexual Assault Training – Crime Victims Treatment Center (CVTC)
- Spiritual Life Coach - IWA - Integrative Wellness Academy
- Circle Work Mastery – Kay Pranis
- RJ/Circle Work Fundamentals – Elizabeth Clements
- Understanding Domestic Violence - CONNECT
- Karen Ziegler Preaching Prize: Given for sermons: examples include: The intersection of DV & IPV, Mrs. Lot (pillar of salt) & Prince

## Education

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**Union Theological Seminary**, New York, NY

**Master of Divinity** in Psychology, credit with distinction

**University of Iowa**, Iowa City, IA

**Master of Fine Arts** in Directing & Theatrical Production

**Lawrence University**, Appleton, WI

**Bachelor of Arts** in Religion/Religious Studies & Theater; Magna Cum Laude