

Amy Luckey, MA, ACC

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Professional Experience

Leadership Coach, specializing in the ADHD + Twice Exceptional (2e) experience

Amy Luckey Coaching 04 2022 — Present

Coaching executives and future leaders. Coaching with me is a thought-provoking, creative partnership in which I inspire and support leaders maximizing their potential, addressing their challenges in new ways, and accomplishing their goals. I listen deeply without judgment; ask questions that provoke greater awareness; say what I see; and invite clients to explore the power of metaphor, access their feelings, and rediscover their bodies' own wisdom. Many of my clients identify as neurodivergent. Together we explore new, more effective, less frenetic, and increasingly joyful ways of navigating through their days, careers, and lives. We are cooperating with, instead of "fixing," our unique ADHD and twice exceptional brains.

Employee Experience & Team Collaboration Anywhere Initiative Lead

Thoughtworks, Inc. 12 2021 – 04 2022

Drove a global initiative curating resources for ways to foster inclusive and effective team practices in hybrid, remote, and distributed contexts. Led team of 20 to produce extensive online guide for use by Thoughtworks' 10,000+ employees.

- Initiated and managed a global online community of 450 Thoughtworkers committed to healthy organizational culture and positive employee experience.
- Designed and facilitated highly interactive learning experiences for the 800+ NA-based staff members regarding racial equity, allyship in the workplace, and daring leadership. Course was incorporated into the North America employee onboarding program.
- Represented Thoughtworks in the University of Michigan Ross School of Business' Center for Positive Organizations Consortium, a leader-to-leader learning community of 40+ US businesses designed to create highly effective workplaces where people thrive.

Workplace Experience Manager

Thoughtworks, Inc. 05 2019 – 11 2021

Led community initiatives for the 800+ employees of the North America region of a global software consulting firm. Drove employee experience strategies that nurture a healthy work culture, strong performance, and company success.

- Organized and facilitated in-person, hybrid, and virtual business events attended by 75 to 200 participants.
- Promoted a holistic understanding of employee experience with executive leadership; aligned the cadence and tone of executive communications with employee needs.
- Cultivated community and a network of support across the 30 business accounts in the West & Canada market.
- Directed and executed day-to-day administrative operations for a market of nearly 200

employees.

- North America DEI Council. Global Employee Experience working group. Organizing committee of annual all-hands events.

Caregiver 02 2014 - 04 2019

Organizational Development Advisor

Amy Luckey Consulting 03 2008 – 01 2014

Advised progressive philanthropic foundations to increase the impact of their funding. Designed strategic program and evaluation methodologies, including data collection and analysis. Clients include: The California Endowment, ZeroDivide, TechSoup Global, NTEN.

Representative projects:

Zero Divide Digital Literacy Program

Designed and launched program with a \$1.9M budget, including a \$1.4M grant from the NTIA, supporting seven community-based grant recipients across the Western US. Program focus was to grow digital technology access and literacy among underserved youth who otherwise had limited or no access to information technology. Evaluated grantee capabilities and developed a community of practice among them. Retained on a full-time basis as interim program manager from 12 2010 – 01 2012.

Outcomes: provided significant multi-year funding to community organizations that allowed them to expand outreach, develop new programming, and innovate new tools and models.

NTEN

Led CEO and leadership team of this global NGO membership association in the development of program evaluation strategies. Created a model for leveraging data to support program design, consensus building, impact analysis and program delivery.

Outcomes: delivered a logic model, evaluation framework and data identification and assessment methodology. Deliverables resulted in more effective decision-making and speed-to-launch, and enhanced program efficacy.

Organizational Development Advisor

Blueprint Research + Design (now Arabella Advisors) 09 2001 – 03 2008

For this boutique consulting practice, leveraged expertise across the foundation landscape to guide philanthropies to achieve results. Led, designed, project managed, and delivered client projects from business development through delivery, including executive stakeholder engagement, budget management, and presentation of final product. Clients include: Ford Foundation, The MacArthur Foundation, and the California Healthcare Foundation.

- Led consulting engagements focused on strategic program design, including the development of new grantmaking programs and creating data analysis tools to enhance decision-making capabilities of boards and program directors.
- Conducted formative evaluation of \$40m+ multi-year program introducing electronic medical records and data management systems into community clinics across California. Advised funder and clinics on effective implementation and change management.
- Co-led an assessment and redesign project for Lucile Packard Foundation; conducted extensive

research and delivered analysis and recommendations for a redesign of their community grants program for greater impact.

- For The Philanthropic Initiative (TPI), strengthened the evaluation and monitoring capacity of private family foundations; provided a toolkit for tracking and assessing the impact they have on the communities they serve, helping them make high-leverage strategic investment decisions.

Education and Select Certifications

International Coaching Federation

Associate Certified Coach, ACC (2023)

LUMA Institute (MURAL)

Certified Practitioner of Human Centered Design (2022)

Prosci

Change Practitioner certification, ProSci (2022)

PMP

Project Management Professional certification, Project Management Institute (2020)

Harvard University

Master of Arts: Sociology

Graduate Research Assistant, Department of Sociology

Teaching Assistant, Harvard Kennedy School of Government

London School of Economics

Matriculated as full-time LSE student junior year

Indiana University

Bachelor of Arts: Psychology and Sociology

Phi Beta Kappa

Select Volunteer Service

Board President

Joe Goode Performance Group 01 2017 – 03 2023

A 35-year mainstay in the SF arts community, JGPG promotes understanding, compassion and tolerance among people through the innovative use of dance and theater.

Co-founder and Advisor

Sunset Neighborhood Help Group 05 2020 - 07 2021

Launched and established community-based COVID-19 response, connecting neighbors unable to leave their homes with those that could help. Five weeks after starting the group, we had 1,500 volunteers responding to 100+ requests for assistance per week serving a community of 30,000 households with almost 50 households signed up to our weekly interim food pantry deliveries program.