

Mia Moore Consulting

Practicing empowerment, making change

When we envision a just, thriving, peaceful world, and we work together, we can make it so.

Diverse teams with equitably-shared responsibilities and powers are the most effective changemakers for the complicated, sometimes overwhelming, problems we need to solve today. We can unravel the systemic problems at the root of the climate crisis, the wealth gap, racial oppression, lack of access to health care, mass incarceration, and lack of educational opportunities with collaboration, empowerment, and candid communication.

Strong, successful, collaborative teams start with building on our shared humanity, recognizing the leadership of, and empowering each and every member. This is the very definition of leading.

If you are a non-profit leader, public sector service provider, or mission-driven business seeking to build and sustain a highly collaborative, trusting, results-oriented team with a vast array of life experiences, I can help. We will work together to master equitable management practices that ensure each member of the team is set up to move toward positive outcomes. We will translate your vision of a better world into concrete goals and results. We will break up the big goals into manageable pieces, delegate, collaborate and ensure the work gets done.

Throughout my career, I have experienced first-hand what it takes to mobilize and support an active team. I have led teams to hit goals in fundraising, member engagement, media, and issue impact. I'm an excellent listener, will help you think through solutions from every angle, providing a perspective you may not see. I'm a skilled facilitator, bringing together multiple viewpoints to land decisions. I can fill the void -- take on pieces of work so you are prioritizing your time to make the greatest impact. And I know how challenging - and necessary - accountability can be. Throughout it all, I will orient us toward results while bringing a practice of self-reflection and ongoing learning, compassion, empathy, and a sense of humor.

“Mia’s careful, thoughtful and human-centered approach to management has helped Kairos become the organization that it is. Mia is strategic, organized, and approaches problems in ways you hadn’t considered and makes something knotty unravel in ways that make our work manageable and equitable. Mia enlists the strength of her vulnerability by sharing her own areas of growth to help you build confidence and develop long-lasting proficiency.”

- Mariana Ruiz Firmat, Executive Director of Kairos

How Can I Help?

- **Management Coaching** - CEOs, non-profit executives, public sector leaders, and senior managers hold a lot of work and responsibilities. To manage a collaborative and empowered team takes both skill and a recognition of our shared humanity. I have been there, and will be the thought partner, skill-builder, kind nudge, and compassionate optimist to help you stay focused as you work to make change.
- **Training & Peer Group Coaching** - From one-on-one to full team scenarios, I teach and lead discussions on topics such as equitably managing and leading a team, inclusive collaboration, managing yourself, alignment and delegation, and establishing feedback as a two-way conversation; to help develop a common language and norms for working together.
- **Design & Facilitation of retreats and team meetings** - I'll work with you to establish the goals and concrete outcomes, design an agenda that will get you and your team to those outcomes by welcoming and engaging participants, facilitate so that you can be fully immersed in the session, debrief, and deliver a report with learnings, action items, and implementation timelines.
- **Hiring** - When you are looking to add to your team or fill an open position, I will lead a hiring process designed to learn exactly what you need to know about the candidates' skills and qualities for achieving high performance in the role, while employing techniques to remove the potential for unconscious bias.
- **Tools, Systems, & Structures** - Together, we'll co-create staff growth and learning systems, onboarding processes, staff policies & procedures, or any other tool that will foster teamwork and collaboration. Delegate the writing to me, and I'll hold an iterative process until we land on the result that will work best for you and your team.

Let's envision, learn, and work together!

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