

MIKAYLA LYTTON

EXPERIENCE

Interaction Institute for Social Change	Affiliate Consultant/Trainer	Oct 2018 - present
<i>Individual & organizational clients</i>	Independent Consultant, Coach, Facilitator	Nov 2017 - present
SURJ DC	Chapter Co-Lead	July 2015 - present
DC Public Charter School Board	Senior Manager of Finance and Strategy Manager of Finance and Strategy Education Pioneers Data Analyst Fellow	Aug 2012 – Aug 2017
Morningstar Inc	Fixed Income Database Team Lead Fixed Income Database Team Analyst	July 2010 – July 2012

AREAS OF EXPERTISE

Coaching

- Coached white-identified clients, especially leaders and facilitators, in identifying previously-unseen systems of power and oppression, and creating pathways for transformation of themselves, their relationships, and their organizations.
- Coached executive leadership and middle managers of small, rapidly growing non-profit in managing and developing staff, navigating interpersonal conflict, acting from personal and organizational values, and empowering staff.
- Supported several (5-10) SURJ chapters of various sizes in power building, goal setting, community organizing, organizational development, and conflict resolution.
- Coached 10+ staff and consultants in school evaluation framework, qualitative data collection, and report writing.

Facilitation & Process Design

- Designed and facilitated organizational development process in response to client's first organizational survey, which revealed dynamics destructive to staff and mission. In particular, focused on and implemented culture change within the leadership team and the organization's core project team, adopting and teaching practices designed to connect, debrief, challenge, and make decisions.
- Planned and facilitated staff retreats for an organization of 30+ staff members, focused on project alignment as well as intentionally crafting organizational culture.
- Designed, created, facilitated, and trained growing leaders in SURJ DC's Coordinating Committee, creating a regular meeting for organizers from across the organization to build skills and relationships, share resources, and develop shared cultural practices.
- Co-facilitated an organization's leadership team to define its purpose and create working groups to designate lines of responsibility and accountability.
- Led a group of four facilitators in designing and facilitating an organization-wide convening to envision, workshop, and integrate the organization's Theory of Change.

People Management and Development

- Both directly and indirectly managed staff members, including remotely, outside of my content expertise, and in paid and volunteer roles.
- Developed junior staff to advance and earn greater responsibility. For example, one mentee advanced from Operations Associate to Junior Specialist within one year.
- Collaboratively shepherded SURJ DC from fewer than 20 to more than 4,000 members, from one to 15 teams, partnering with six Black- and People of Color-led organizations across DC.
- Built, led, and supported multiple leadership, functional, and support teams of SURJ DC, including Coordinating Committee and Steering and Accountability (leadership) Team.

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As independent consultant, I support justice-building organizations in defining and executing their missions. My approach is facilitative: I seek to lead from beside, recognizing and affirming that the knowledge, creativity, and experience we need to solve complex problems exists, but not in any single individual. I am most effective when focusing jointly on the "what" and the "how", thinking both strategically and relationally, balancing content and process. I tend to adopt a consultative approach to my work even when not formally serving as a consultant, offering counsel and support while empowering the people and organizations I collaborate with to define their needs, capacities, and direction.

My experience ranges from the corporate world, managing company-wide projects across research, technical, and product teams for a financial research firm; to the governmental, supporting organizational turnaround of a small agency; to the nonprofit, supporting organizational development through facilitation, project design & management, and coaching at the executive & management levels; to the grassroots, collaboratively developing a community organization that organizes white people in the movement for racial justice.

MVP:

I am at my most valuable when I:

- Problem solve: fractally (problems of all sizes) and expansively (problems of all types). This often includes project planning and management, individually, collaboratively, or consultatively. A recent example is designing and shepherding a process by which an HR expert revised professional development policy in line with the organization's progressive values.
- Coach: a trusted advisor, critical friend, thought partner for executives, management, and staff. A recent example is supporting the executive director of an organization in identifying, practicing, and reflecting on strategies to communicate more efficiently and effectively.
- Build culture: recognizing that shifting our way of being is a tangible and valuable outcome. To build the progressive organizations we want, we need to collaboratively identify and adopt practices (norms, values, behaviors) that create the conditions for justice. A recent example is adopting a practice of ending leadership meetings with public appreciations.
- Focus on inclusion: Building racial, economic, and social justice requires a consistent focus on the way these systems of power and oppression play out in our society and organizations, programmatically and operationally. I bring a deep and accessible focus on white supremacy and other interlocking systems to all of my work, and support others in seeing and dismantling these systems. One recent example is facilitating conversations around bias in a charter authorizing process that helped effect organization-wide bias trainings and formal DEI initiatives.
- I also bring strong skills in facilitation, communication, data analysis and reporting, and staff and volunteer management.

STRENGTHS

I strongly identify with my Gallup StrengthsFinder strengths, which are:

- Strategic: anticipates alternatives, sees different paths
- Achiever: leads by example, strong work ethic
- Deliberative: good judgment, identifies risks, can plan for the unexpected
- Learner: catches on quickly, interested in many things
- Analytical: smart, logical, thorough, comfortable with quantitative data
- Input: great resource, knowledgeable

Marrying these strengths, I am a powerful force for thoughtful, concerted, effective action. I'm able to synthesize qualitative and quantitative information, forecast challenges, identify options, define a course forward, and reflect on successes and learnings, iterating within projects/tasks and across content areas.