

kate mangino



consulting

CONSULTING

Kate is a social scientist with a PhD in Human Rights and Social Development and 20+ years of experience working in a range of organizational development interventions: strategic planning, crisis management, leadership changes, vision / mission changes, staffing changes, operational changes.

Kate's style

- Direct, clear, calm, and measured.
- Always uses participatory, people-centered methodologies to create group buy-in and shared vision.
- An empathetic listener.
- Understands that the process is just as important as the product, and prioritizes relationship-building along the way.
- Comfortable tackling uncomfortable conversations.
- Dedicated to high-quality results and return on investment.

Kate in action

1

After two leaders unexpectedly left a multi-year \$10-million start-up project in the same month, the team was under tremendous pressure and struggling to meet client objectives. Kate wrote a new internal Operations Manual, facilitated partner relationships, mentored new hires, and within six months helped the project meet client expectations and deadlines.

2

A professional association's long-serving director was forced out after allegations of abuse. After meeting 1-on-1 with every employee and board member, Kate facilitated a new strategic planning process to address concerns and improve internal communications. The organization emerged more confident, productive, and committed to a new path forward.

3

Tens of thousands of Ukrainian women and children fled the Russian invasion, grieving the losses of their homes, families, and jobs. When a corporate CSR office wanted to support Ukrainian women, Kate drew upon her crisis support training to design and deliver a compassionate weekly program for 50+ Ukrainian refugees, supporting them through their first 18 months in Romania.

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Hire Kate for...

1 TURNING POLICY INTO PRACTICE

Creating policy is just the first step — making it work is the real challenge. Policies often fail because underlying social norms remain unchanged. Oftentimes the norm — not the policy — drives behavior. To turn policy into practice, you must identify and shift these norms. Using proven methodologies, Kate helps organizations bridge the gap between aspiration and action.

2 DO YOU NEED A FIXER?

Organizations often face internal challenges — staff misalignment, poor communication, low morale — that impact productivity. Policies alone won't fix everything; sometimes, you need new norms. Kate often gets called in at a company's lowest point — and she doesn't mind! Kate listens, uncovers unspoken issues, and identifies the underlying norms causing friction. Most importantly, she helps design solutions. She'll help you pinpoint what's really going on and implement changes that make things better.

3 FACILITATION

Whether you're hosting a retreat, strategic planning, onboarding, or navigating change, Kate can guide the conversation. No topic is off-limits — Kate handles tough discussions with care, empathy, and compassion. Her goals are to ensure everyone feels heard, compromises are made, and a clear roadmap forward is agreed upon.

4 CSR / ESG PROJECT DESIGN

Want to initiate a project or program that benefits your community and advances your company's mission and vision? Kate can help you design an activity that is a win for everyone involved.



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