

# Jeanie P. Duncan, PCC, CPCC

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Strategy Consultant ♦ Leadership Development Facilitator ♦ Executive Coach

## EXECUTIVE SUMMARY

**Accomplished and transformative leader with over 25 years of experience in all aspects of organization development, strategic leadership, communications, and facilitation.** Jeanie is adept at establishing and managing relationships among a wide range of constituents including executives, boards of directors, community and elected leaders. With a proven track record of goal achievement, leading organization planning and change, fiscal management, and creative problem solving, she is recognized for her collaborative team-building leadership style resulting in effective engagement and performance.

## EXPERTISE

Assessment, Planning & Strategy | Change Navigation | Executive Coaching  
Organization Development | Team, Board, and Relationship Development  
Executive Leadership Transition | Writing | Presenting

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## PROFESSIONAL EXPERIENCE

### RAVEN CONSULTING GROUP, LLC

2010 – present

#### President

*A firm specializing in working with organizations, teams, and leaders in the areas navigating change and transition and leveraging it for the powerful springboard it can be. We offer strategic consultation, coaching, facilitation, and assessment to help clients address a wide range of priorities, including:*

- Assessment
- Strategy Development
- Leadership Transitions
- Board & Staff Development
- Executive Coaching
- Team Coaching

Clients Include: NC Arts Council, NC Coastal Land Trust, York Cultural Alliance, Arts United of Greater Fort Wayne, and Chapman Cultural Center. For a complete client list, see [JeanieDuncan.com](http://JeanieDuncan.com).

### RAFFA (MARCUM'S NONPROFIT AND SOCIAL SECTOR GROUP)

2011 – present

#### Senior Consultant

*Raffa is a national consulting firm working with nonprofit clients to lead efforts in sustainability and succession planning, executive transition, and search. Since 1995, the team has led over 500 executive search, transition, sustainability, and succession projects for national nonprofits, foundations, and associations.*

Client work includes: Great Smoky Mountains Association, Shedd Aquarium, The Housing Fund, SouthArts, Navos Mental Health, and the NC Center for Nonprofits. For a complete client list, see [MarcumLLP.com](http://MarcumLLP.com).

**CENTER FOR CREATIVE LEADERSHIP**

**2012 – present**

**Faculty**

*The Center for Creative Leadership is a top-ranked, global provider of executive leadership education. The Center was founded in 1970 as a nonprofit, with the mission to advance the understanding, practice, and development of leadership for the benefit of society worldwide. Work includes facilitating open enrollment as well as custom client programs and engagements for both the Global Markets and Societal Advancement divisions.*

Client industries include: finance, automotive, manufacturing, pharmaceutical, health and medical, consumer goods

**ARTSGREENSBORO**

**1996 – 1998 / 2000 – 2009**

**President & CEO (2002 – 2009); Director of Development, prior**

*Directed a \$2.5 million organization, driving strategy and execution of planning, resource development, marketing, grant investments, advocacy, and community programs. Led a 25-member board of directors, supervised a 15-person staff team, and cultivated key relationships to yield a 300-member volunteer base and 2,200-member donor base.*

- Conducted extensive strategic planning processes with external consultants involving board, staff, and community stakeholders.
- Developed and implemented a new business model to focus investment of financial resources and align all organizational functions directly with strategic priorities.
- Created infrastructure and an action plan for Greensboro's Public Art Program. Positioned UAC to serve key role in commissioning, coordinating, and installing public artworks.
- Doubled annual fundraising from \$800,000 to \$1.62 million, soliciting individuals, businesses, foundations and public entities through annual, major, and planned gift channels.
- Established critical relationships with local and state elected leadership to secure 40% increase in public funding for the arts over a five-year period.
- Completed and released findings of the first-ever Guilford County Arts Economic Impact and Prosperity Study in partnership with Americans for the Arts.
- Transitioned the historic Carolina Theatre to a new independent, non-profit entity in 2006.
- From 2002 – 2005, raised private funds to eliminate a cumulative \$400,000 deficit and build a strong, sustainable financial base.
- Established the United Arts Council Endowment during 1998 - 2000.

**LIFEPATH HOSPICE, TAMPA, FL | Director of Development**

**1999 – 2000**

*Focused on major gift fundraising for \$30 million hospice organization, partnering with VP of Development to plan and execute planned giving. Successful in raising \$2 million during tenure.*

**ELON HOMES FOR CHILDREN | Vice President for Development**

**1994 – 1996**

*Lead all fundraising and development efforts for \$13 million statewide organization, including all initial phases of a \$4.1 million capital campaign and supervising a team of 15 employees.*

**MUSIC ACADEMY OF NORTH CAROLINA | Director of Marketing & Development**

**1991 – 1994**

*Launched and executed the Academy's first-ever fundraising and marketing program, resulting in enrollment growth from 600 to 900 students and an operating budget increase of 80% over a four-year period.*

## EDUCATION

### **Bachelor of Arts, Communications**

University of North Carolina – Greensboro

### **Certificate in Non-Profit Management**

Duke University

## PROFESSIONAL CERTIFICATION | CONTINUING EDUCATION

CRR Global – Organization and Relationship Systems Coaching (ORSC), 2019  
Co-Active Training Institute – Certified Professional Co-Active Coach, 2013  
International Coach Federation – Professional Certified Coach, 2013 – present  
Center for Creative Leadership – Developing the Strategic Leader, 2005  
Center for Creative Leadership – Leadership Development Program, 2000  
CFRE International – (CFRE) Certified Fundraising Professional, 1999

## ASSESSMENT CERTIFICATIONS

Influence Style Indicator | Workplace Big 5 | Change Navigator | Better Conversations Everyday  
Decision Style Indicator | Change Style Indicator | Change Readiness Gauge | CCL 360 Assessment Suite

## SIMULATION CERTIFICATIONS

Organization Workshop | Paper Planes Inc. | Paper Scraper | Our Town

## PRESENTER | SPEAKER

Americans for the Arts | Duke University | NC Arts Council | Arts NC  
NC Center for Nonprofits | Raffa | Raven Consulting Group | Center for Creative Leadership

## PROFESSIONAL AFFILIATIONS

NC Center for Nonprofits | Women’s Professional Forum  
Americans for the Arts | International Coach Federation | Co-Active Training Institute  
CRR Global – Organization and Relationship Systems Coaching (ORSC)

## PANELIST

LexArts, Lexington, KY | NC Arts Council, Raleigh, NC | Westchester Arts Council, Westchester, NY

## SELECT BOARD & VOLUNTEER SERVICE

Women’s Professional Forum Foundation: Board Member 2011 – present  
UNC-Greensboro – Board of Visitors: Board Member 2008 – 2014  
Americans for the Arts, United Arts Funds Council: Board Member 2003 – 2009; Chair 2007 – 2009  
Downtown Greensboro, Inc: Board Member 2003 – 2009  
Arts North Carolina: Board Member 2003 – 2008

## PUBLISHED ARTICLES

- 2013. "Yes, You Can Balance Work & Family Roles" *Nonprofit World*, December 2013.
- 2012. "Why and How to Hire an Interim Executive Director" *Common Ground*, a publication of the North Carolina Center for Nonprofits, Winter 2012.
- 2011. "Leadership Genesis: It's in our Best Interest" *ArtsLink*, a publication of Americans for the Arts, Winter 2011.
- 2011. "The power of the interim executive director," *Philanthropy Journal*. Retrieved from <http://www.philanthropyjournal.org/resources/managementleadership/power-interim-executive-director>, January 13, 2011.
- 2011. "Courageous transitions," *Leading Effectively*, a publication of the Center for Creative Leadership. Retrieved from <http://www.ccl.org/leadership/enewsletter/2011/DECcolumn.aspx>, December 2011.
- 2011. "Nonprofits must prepare for transitions," *Philanthropy Journal*. Retrieved from <http://www.philanthropyjournal.org/news/opinion/nonprofits-must-prepare-transitions>, August 29, 2011.

## PRESENTATIONS | WEBINARS

Building Resiliency in Times of...2020 – August 2020. Greensboro, NC  
Developing Your Personal Leadership Brand – July 2020. ICF Raleigh, NC  
Selling Your Ideas – Moving from Concept to Reality – April 2019. Virtual Instructor Led Training  
Imposter Syndrome – March 2019. Virtual Instructor Led Training  
Stepping Stones to Discovery – October 2016. Greensboro, NC  
Leading Individuals Through Change – July 2016. Nashville, TN.  
Succession Planning for a Sustainable Future – June 2016. Boston, MA  
Stepping Stones to Discovery – October 2015. Greensboro, NC  
Stepping Stones to Discovery – October 2014. Greensboro, NC  
Creating a Life of Choice, Resonance, and Flow – October 2014. Greensboro, NC  
Stepping Stones to Discovery – March 2014. Greensboro, NC  
Stepping Stones to Discovery – October 2013. Greensboro, NC  
Business Development and Delivery – the importance of defining your niche – August 2013. Greensboro, NC  
Succession Planning for a Sustainable Future – May 2013. Charlotte, NC  
Stepping Stones to Discovery – February 2013. Greensboro, NC  
Succession Planning for a Sustainable Future – February 2013. Raleigh, NC  
Succession Planning for Chief Staff Executives – November 2012. Winston-Salem, NC  
Stepping Stones to Discovery – October 2012. Greensboro, NC  
Interim Leadership Solutions = Lasting Results – September 2012. Raleigh, NC  
Next Steps: Nonprofit CEOs – Prepare your Nonprofit for your Departure – July 2012. Baltimore, MD  
Next Steps: Succession Planning for Chief Staff Executives – April 2012. Chapel Hill, NC  
Succession Planning for a Sustainable Future – March 2012. Winston-Salem, NC  
Women in Transition: Navigating Your Career with Intention – January 2012. Greensboro, NC  
Managing Multiple Roles and Responsibilities at Home and at Work (webinar). January 2012  
Succession Planning for a Sustainable Future – December 2011. Chapel Hill, NC  
United Arts Funds: An Evolving Model – June 2008. Washington, DC  
Arts Management: Salem College – September – December 2006. Winston-Salem, NC  
Engaging the Next Generation of Leaders – July 2004. Atlanta, GA.

***References available upon request.***