

MICAH LEINBACH

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learn more at mleinbach.com

Proven entrepreneurial thinker, with operational and leadership experience across private sector, non-profit, and social impact organizations. A record of creative and strategic solutions to challenges in community governance, learning community design, facilitation, behavior change and social justice.

SKILLS

EXECUTIVE LEADERSHIP

Directed multiple organizations and served as President on two boards. Comfortable balancing strategy, customer / employee experience, and operations in tandem. Managed teams of up to 32 employees.

FACILITATION

Trained experiential educator with 400+ field days of experience. Comfortable with curriculum development, and age appropriate learning theory. Experience with small groups to 400+ person gatherings.

VISUAL DESIGN + TECH SKILLS

Comfortable with design principles and tools. Extensive experience with the Microsoft Office / Gsuite, Adobe Suite (Photoshop, InDesign, Premiere), Wordpress/CMS Systems, HTML.

WRITING & EDITING

Experience with blog, press, academic, and informal writing. Have edited a published environmental policy book and written multiple curricula.

TEAM / INTERPERSONAL DYNAMICS

Extensive training and experience in conflict resolution, leadership, Communication. Regularly conduct trainings in interpersonal skills.

RESEARCH

Comfortable with quantitative, qualitative, and synthesis based research or feedback surveys, including distribution and data analysis through multiple technologies.

CLIENT & DONOR ENGAGEMENT

Flew to alumni/donor events for Lewis & Clark College, presenting to and meeting with donors, including major donors giving more than \$6 million. For Crystalaire, conducted routine sales visits and calls to generate business.

EDUCATION

Bachelor of Arts in Environmental Studies, with Honors
Lewis & Clark College - Liberal Arts Program

Graduated with Honors
National Outdoor Leadership School

EMPLOYMENT HIGHLIGHTS

Additional experience on LinkedIn/mleinbach.com

**Guild Education
Manager,
People Development**
Denver, CO
2017 - present

Manage the company-wide learning operations at Colorado's fastest growing startup, with headcount growth from 50 to 700 employees. Work includes culture strategy, D&I initiatives, facilities management, event planning, internal comms in direct partnership with the C-suite.

**High Mowing School
Interim Residential
Life Faculty**
Wilton, NH
2016

Oversaw a residential life experience in a dorm of 30 high school aged boys and a campus of over 100 students. Fluidly joined a team on short notice to support leadership programs, experiential education, and residential community building initiatives.

**Crystalaire Adventures
Director**
Frankfort, MI
2012 - 2015

Led entrepreneurial venture using experiential education for social justice education, serving over 200 families. Small business management role involved social media, marketing, curriculum development, business strategy, staffing, sales, accounting, and operations.

FELLOWSHIPS

**Udall Alumni Association
President**
2016 - 2019
International

President of an international fellowship for leaders in environmental and indigenous public health. Oversaw the production of educational and networking events around the globe.

**Venture for America
Fellow**
National

Fellow in an entrepreneurship focused "mini-MBA" program focused on partnerships within the business community that drive economic development within American cities.

AWARDS

UDALL SCHOLAR Federal award for environmental public service
TOP 15 Peer nomination as a top Venture for America Fellow
PAMPLIN FELLOW highest honor bestowed by Lewis & Clark College
NEELY SCHOLAR Lewis & Clark's highest academic merit award

PROJECT RECORD

My jobs have had diverse obligations not always captured by title. I share highlights of results for additional context.

LEARNING DESIGN & FACILITATION

- **VARIOUS:** Responsible for 1 to 12 day training sessions in business, leadership, outdoor education, and experiential learning programs. Emphasis on social and community learning, dialogue, and scenario based approaches to apply theory
- **CRYSTALAIRE:** Developed a comprehensive education model, including curriculum + 'run of show' guidelines. Focus on using systems thinking, design thinking, and outdoor experiential lessons to explore social justice and civics.
- **GUILD:** Developed and launched the "manager method," a comprehensive system for hiring, onboarding, developing, assessing, and rewarding managers. Provided coaching and support to the entire management level of the company via custom, 16 hour workshop and related supporting sessions and materials.
- **LEWIS & CLARK:** Published a thesis on "social learning design," based on original research assessing core features to effective interactive, dynamic learning experiences that rely on the inherent knowledge of participants.

CULTURE & GROUP DYNAMICS

- **GUILD:** Oversaw the community, diversity, inclusion and belonging efforts of the company, managing 6 project managers and over 60 employees volunteering on committees on projects related to education, systems change, bias reduction, and other topics influencing the employee experience. Managed "employee voice" strategy, including culture and pulse surveys, feedback mechanisms, Greenhouse review strategy.
- **VARIOUS:** Primary leader on over 75 expeditions, ranging from 5 to 35 participants, where fully responsible for culture and group dynamics in isolated wilderness environments, as well as curriculum and learning experiences (theory, skill, debrief, etc...). Youth from ages 13 to adults, all ages. Additionally, have managed 3 different residential academic communities of high school and university age.

PROJECT MANAGEMENT

- **GUILD:** Managed the transition from an 8,000 sq ft office to a 24,000 sq ft office, including coordinating vendors, supporting negotiations, and handling all associated logistics and a \$500,000 budget. Project was completed on time and on budget.
- **GUILD:** Managed a cross-functional team including Accounting, IT, InfoSec, Business Systems, Recruiting, and People Ops alongside managers and team contacts to onboard over 700 employees as the company grew 1,400% in 3 years. Supported company systems and operations around goal-setting and OKRs, performance management, and internal comms.

BY THE NUMBERS

| quantitative impacts of some of my major projects and roles

275%

2013 - 2015 revenue growth at Crystalair under my leadership

68,557

monthly users on political action website I designed

\$420,000+

initiative funding for undergraduates made available by my work

\$32,000

raised in one day of fundraising efforts

9

conference presentations on people / learning work

7

websites developed

1

struck by lightning

400+

attendance at symposium I organized

1,048+

students coached / led on expeditions