



Abby Yanow, Principal Skillful Facilitation

Professional Expertise/Services

Abby Yanow is an accomplished **Learning & Organizational Development professional** specializing in developing organizational and leadership capacity, through change management, coaching and facilitation. Abby is recognized as an exceptional facilitator, valued for designing interactive processes that gain buy-in and commitment to action plans. Also a skilled trainer, Abby is known for excellent instructional design and delivery of workshops. She's skilled in gap analysis, developing learning solutions, and evaluating performance gains.

- **Change management:** Consults with leaders and teams to align with their values, clarify goals, and identify obstacles to change. Facilitates visioning, strategic planning, team building. Consults with boards on board development and goal setting. Coaches senior managers on staff development and effective communication. Guides teams to think strategically and engage in meaningful conversations that allow for reflection and inquiry that lead to change.
- **Training and Facilitation:** Designs and deliver interactive workshops, including: "Facilitating Effecting Meetings," "Leading Change", and "Developing Leadership Skills". Specializes in "Overcoming our Immunity to Change," to help leaders and their teams uncover the obstacles and assumptions that get in the way of achieving their goals.

Recent Assignments

- *Criminal Justice Institute:* Facilitate week-long retreat on Organizational Culture Assessment and Culture Change, for corrections officials, including wardens, superintendents, and change advisors.
- *Medical Billing Company:* Facilitate training on "Becoming a Learning Organization" for senior managers.
- *Public health department:* Facilitate a visioning process for 2 programs to analyze the populations at-risk, and to determine priorities for the next five-year grant cycle. This process enabled both programs to develop successful grant proposals that were awarded CDC funding.
- *Public health agency:* Coach HR director to improve performance management system and learn how to effectively communicate feedback
- *Public health agency:* Coach Director of Fiscal Unit on how to reposition himself as a decisive leader with direct reports who were previously his peers.
- *Boston Facilitators Roundtable:* Entering my 9th year as President! Developed vibrant professional development organization, serving 300+ members, presenting programs on change management, facilitation, and leadership development. Design programs and coach presenters to create dynamic interactive workshops, which regularly sell out. Increased membership by 80%.

Education and Professional Affiliations

- M.Education in Intercultural Communication, Boston University
- B.A. Brandeis University
- Qualified in Myers Briggs Type Indicator
- Certified Mediator

Contact Information

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