

Carolyn D. Love
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Education

- M.A. Regis University Non-Profit Management
- Certificate Authentic Leadership Naropa University
- Certificate CoActive Coaching Coach Training Institute
- B.A. Indiana State University Social Work
- Certificate Advanced Minority Business Executive Program Amos Tuck School of Business
- Certificate Minority Business Management Program University of Wisconsin

Summary

Twenty-five years of experience in marketing, management, product research and development, minority business development, finance, nonprofit management and special events.

Key Qualifications

- Leadership Coaching
- Organizational Change
- Strategic Plan Development
- Nonprofit Management
- Board Development
- College Professor

Employment History

6/04-Present Principal Kebaya Coaching ~ Consulting

Owner of a leadership coaching, training and consulting company, the company assists leaders with developing and enhancing their interpersonal leadership skills. Consulting services are provided in the area of strategic planning, board governance, and organizational change. Regis University and Johnson & Wales Adjunct Professor and currently teaching an on-line class titled "Navajo Service Oriented Field Experience" SOFE and a classroom based class titled "Foundations of Leadership".

2/98-12/03 President/CEO Rocky Mountain Minority Supplier Development Council

Managed the daily operations and the implementation of the strategic plan for the Council. Developed and implemented strategies for increasing funding for the Council's planned events and activities. Conducted research to identify trends in the marketplace around minority owned business, usage of minority entrepreneurs and attitudes about minority entrepreneurship. With input from volunteers, created new products and services to support the mission of the

organization. Worked closely with other organizations with similar missions to better meet the needs of the broader community.

7/94-8/97 Executive Director Denver Metro Chamber Foundation; Vice President Community

Development Denver Metro Chamber of Commerce

Managed the leadership development programs of the Denver Metro Chamber of Commerce. Worked closely with volunteers to develop the recruitment process, selection requirements and course content for the Leadership Denver program. Worked with volunteers to develop the content for the annual Leadership Exchange Program. Conducted research on public policy issues that were similar to the issues confronted by the Denver and Colorado communities. Managed the community outreach initiatives for the Denver Metro Chamber of Commerce.

4/91-6/94 Executive Director Denver Small Business Development Center

Worked collaboratively with similar nonprofit organizations and financial institutions to create a micro-lending product for minority and women entrepreneurs. Developed assessment tools to measure the impact of the program. Responsible for obtaining funding to open a Procurement Technical Assistance Center. Coordinated educational programs for small and disadvantaged businesses. Taught small business classes and provided technical assistance to small, minority, and women-owned businesses in community facilities such as local churches and community centers.

6/81-5/91 Colorado National Bank – Officer, Corporate Product Development, Corporate Services Manager

Managed a portfolio of corporate cash management products. Monitored product performance and profitability. Researched leading edge cash management products to determine compatibility with the banks clients. Worked on the design of new and innovative cash management products and services. Managed the backroom operations of the cash management process.

6/78-5/81 JC Penney – Retail Management

Managed multiple soft lines for JC Penney. Responsible for buying decisions, local marketing and in-store display of merchandise. Supervised both sales and commission staff.

Honors and Awards

- 2005 David E. Bailey Small Business Advocate Award
- 2003 Pew Partnership for Civic Change LeadershipPlenty Trainer
- 2003 Denver Business Journal Outstanding Women InBusiness Nominee
- 2002 Colorado Trust Fellow
- 2000 U.S. Small Business Administration Minority Business Advocate of the Year for Region VIII
- 2000 U.S. Small Business Administration Minority Business Advocate for Colorado
- Graduate Legacy Denver
- Graduate Colorado Institute for Leadership Training

- Graduate Leadership Denver
- Graduate Denver Community Leadership Forum

Presentations

- Metro Volunteers Trainer– Winning the Diversity Challenge: Tips to Help Boards Succeed
- AfricanAmerican Leadership Institute Presenter: Understanding Coaching
- National Council of Negro Women Presenter: Boardroom Bound
- National Council of Negro Women: Executive Coaching
- eWomen Network Presenter: Civic Engagement: Building CommunitiesBuilding Business
- Regis University Presenter: Board Governance
- Denver University Presenter:
- The Haven-A Therapeutic Community Substance Abuse Program For Women, Mothers, and Infants Workshop Presenter: Personal Development
- TheHaven-A Therapeutic Community Substance Abuse Program For Women, Mothers, and Infants Workshop Presenter: Leadership/Management What Is The Difference?
- Colorado Nonprofit Association Presenter:*A Dialogue about Diversity*
- Colorado Nonprofit Association Presenter: Emerging Issues Forum
- Colorado Nonprofit Association Presenter: Inclusivity: You Have the Tools but How Do You Implement Successfully?

Publications

CORE Magazine: Leadership

Colorado Springs Business Journal: Minority Business Development

Community Involvement

- Building Organizational Operating Strength Together (BOOST) Leadership Team
- Metro Volunteers Board of Directors
- ColoradoGhana Children’s Fund Board Member
- Colorado Ethics in Business Award Committee Member
- Metro Volunteers Inclusive Committee Member
- Daniels Fund Colorado Scholars Program Volunteer
- Mayor’s Office of Contract Compliance Small Business Committee

- Hickenlooper for Mayor Transition Team Member
- Councilman Doug Linkhart Jumpstart Denver Steering Committee Member
- Shorter Community African Methodist Episcopal Church Scholarship Committee
- Shorter Community African Methodist Episcopal Church Children's Church Teacher
- Blessed Sacrament Parish School Accelerated Reading Program Volunteer
- Leadership Denver Program Committee Chair
- Past Board Member Denver Metro Chamber Foundation
- Past Board Member Mile High United Way
- Past member Mile High United Way Executive Committee

Professional Organizations

- Colorado Nonprofit Association
- Leadership Denver Alumni Association
- Conference Of Minority Transportation Officials
- Colorado Black Women for Political Action
- Founding Member Epsilon Xi Chapter of Alpha Kappa Alpha Sorority
- Associated Consultants International (Membership Pending)