



Facilitation Team:

Kim Howe
Stephanie Hochmann
Angie Asa-Lovstad
Heidi Kolbe

916.481.4488

orders@KolbeCompany.com
www.KolbeCompany.com



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PAST PERFORMANCE

Curriculum and Training

University of Nebraska at Omaha International Development Program Global Leadership Curriculum

Challenge: Diverse, multi-lingual groups of international business students sought a language-learning and leadership program laser-focused on their specific needs, within a collaborative, shared learning experience.

Approach:

- Conducted program needs assessment.
- Developed and beta tested a fully customizable "choose your own adventure"-style curriculum on the topics of global leadership and intercultural communication, with accompanying workbook to guide students step-by-step through goal setting, development of learning strategies, and selection of evaluation tools.
- Conducted train-the-trainer workshops for instructors.

Results:

- Students received targeted training appropriate for their unique individual goals and learning needs.
- Students reported greater program satisfaction and applicability to their career goals, and program referral rates increased.

Brazilian Educators Professional Development Program (sponsored by the Brazilian Ministry of Education and the Fulbright Commission)

Professional Development for Brazilian Instructors of English

Challenge: Design and deliver an 8-week course on practical methods for creating more facilitative, interactive, student-driven language classrooms for 40 Brazilian English instructors on a professional development exchange program

Approach:

- Designed and delivered original curriculum integrating theory, hands-on practice and experience, co-teaching, project-based learning, and virtual workshops held online with expert guests from across the country.

Results:

- Graduates of the program continue to produce testimonials on the impact of the program on their instructional approaches and the improved student engagement and learning outcomes.

Wayne State University

The Art of Civil Discourse

Challenge: A university located in a rural farming community recognized increasing tensions on campus around political discourse and sought a training event to bring together students, faculty, and community members to build skills for productive dialogue across difference.

Approach:

- Created an interactive workshop and toolkit focusing on mindsets, tools, and techniques to encourage productive dialogue in high conflict settings, whether one-on-one or in groups.
- Conducted a pre-event training with a team of 30 volunteer table facilitators, and then facilitated the event for over 200 participants.

Results:

- Client was extremely pleased.
- Participants across the spectrum of age and background reported significant positive shifts in mindset, intentions, and replicable skills in the area of difficult dialogue.

University of Illinois at Chicago Family Literacy Center

Whole-Family English Literacy Program

Challenge: Mixed-level, whole-family, rolling-enrollment ESL (English as a Second Language) classrooms. Curriculum needed to cater to each adult student's unique learning needs while maintaining a collaborative group environment and engaging children in their parents' learning.

Approach:

- Led a multi-lingual team of 5 in creating a self-directed curriculum centered on a student learning "passport." The passport was coded to over 50 standalone learning kits that could be mixed and matched according to the student's need, each containing interactive learning activities for use individually, in pairs, in small groups of adults and children, with adult/child pairs, or with mixed-level adult pairs.
- Carried out field testing across a network of learning centers in the Chicago area.
- Designed and facilitated a 5-week training program for 20 new instructors, including classroom observations and coaching, to ensure quality implementation of the curriculum.

Results:

- Increased student enrollment, retention, and learning outcomes.
- Easy monitoring and measurement of individualized learning plans.
- Increased ability to scale via an easily manageable plug-and-play classroom system.



National Guard
Civil Operations Training

Challenge: Anti-drug coalitions across the United States needed a toolkit for conducting effective meetings that result in action.

Approach:

- Conducted one day training featuring the ToP Focused Conversation and Consensus Workshop methods to explore and practice the design and facilitation of effective meetings.

Results:

- Participants developed appreciation for the power of thought provoking questions to drive action.
- Civil Operations staff in Iowa currently assist with the AC4C Cultivating Coalition Project

Alameda County
Department of Public Health
Civil Operations Training

Challenge: Resident activists sought tools to conduct fast, collective action planning for health equity projects for their neighborhoods.

Approach:

- Conducted one day training featuring the ToP Accelerated Action Planning method, utilizing hands-on practice
- Scenarios adapted to the group's experience.
- This course was taught in English with simultaneous Spanish translation. It integrated older, veteran organizers with young
- community organizers.

Results:

- Participants used the tools to create relevant projects for their communities. They gained confidence in facilitating groups, organizing meetings, guiding consensus-driven decision making, and gaining commitment from groups.

Supplemental Nutrition Assistance Program for Education (SNAP-Ed)

Challenge: Five California state agency partners needed a way to assist local health educators to become facilitators of community change to drive health policy.

Approach:

- We held ToP facilitation courses throughout California to build capacities in facilitating group consensus and action plans.
- We convened virtual mentoring sessions in community meeting design and facilitation.

Results:

- Every California county has health policy collations with action plans in place.
- Many successful initiatives are complete.
- City Councilman commented "This is the best planning session I have ever attended."

