



*"Never doubt that a small group of people can change the world.
It's the only thing that has." Margaret Mead.*

Kathy Telban is the founder and managing partner of iSOLVIt, LLC, an organizational effectiveness consulting and services firm. iSOLVIt helps individuals, organizations and communities improve their outcomes by creating or improving strategies, partnerships, organizational architecture and learning solutions. A unique methodology of involvement is one of iSOLVIt's key tenets.

Solve it by involvementSM

Kathy uses an inspired, collaborative approach to help organizations:

- Solve an existing issue by involving the right people and necessary resources;
- Deliver or improve outcomes that align with the organization's values;
- Improve workplace performance and build partnerships through creative thinking and facilitated discussion;
- Benefit from her objectivity and neutral focus to develop and implement critical planning sessions.

Kathy is a strategist and organizational architect. She's a partnership builder, and an education and training expert. She is a systems thinker, a boundary crosser and a multi-dimensional professional. Her 20+ years of experience in several industries and over a decade in higher education helps organizations develop and improve their strategies, partnerships, processes and systems. She helps clients leverage technology and change the way people do their work.

Her expertise includes information technology, training, sales, human resource, performance improvement and outcomes-based education. She was the managing editor and contributor to *Roadmap to Your Future*, a book on job search skills and strategies. Throughout her life Kathy has embraced change. Her strategic inquiry, thinking and planning skills help organizations accept and benefit from change, and improve organizational effectiveness.

Kathy has worked with business, educational institutions, civic and nonprofit organizations. She has published articles and spoken at local and national conferences and is a certified performance technologist and senior human resource professional.

In 2008, Kathy was recognized by the League for Innovation for innovative work at a community college and was honored by The Business and Professional Women's Clubs in Texas as their Women of the Year in 1992.

She is a volunteer arbitrator for the Cuyahoga County Bar Association and a member of the Mediation Association of Northeast Ohio. An active volunteer since she was a teenager, Kathy credits her volunteer and professional accomplishments with developing and improving her leadership and management skills.

Kathy is an avid sailor and horseback rider. Both sports have taught her much about leadership, teamwork, change and trust. Her extensive U.S. and foreign travels have contributed much to her knowledge and perception.