



*Conceptualize • Visualize • Moving Things Forward*



## **GISELLE CHOW**

### **Visual Facilitator, Designing Participatory Change Processes**

#### **Leapfrog Consulting/Senior Consultant**

2018- PRESENT, OAKLAND, CA

- Process designer, visual facilitator and workshop leader for national and regional change initiatives

#### **Giselle Chow Consulting / Principal**

2016- PRESENT, SAN FRANCISCO, CA

- Sole proprietor, co-designing solutions for organizations, teams, and individuals.
- Offerings include designing and implementing organizational change, team and leadership development, coaching and training, workshop design and delivery, content and curriculum creation.
- Worked with companies and organizations such as Facebook, Google, Genentech, Gilead Sciences, the Gap Inc., the Haas Jr. Foundation, the Hilton Foundation, Cal-ISBOA, Institute for the Future, Kaiser, Oracle, and others.
  - Designed and facilitated a 400 person convening of Community College and Adult Education leaders
  - Led strategic planning processes for the Hillbrook School in Los Gatos, CA, the Chewonki Foundation in ME, and The Frankfurt International School.
  - Served as consultant and interim Diversity, Equity and Inclusion Coordinator for the Hillbrook School.
  - Facilitated and developed visual strategy map with Sustainability team at Gilead Sciences.
  - Designed and facilitated focus groups for the Diversity, Equity, and Inclusion team at Dropbox, culminating in the creation of an employee experience map to guide the HR organization.
  - Led Theory of Change process with Communities Overcoming Relationship Abuse (CORA) in San Mateo, CA.
- Created and led workshops on graphic facilitation, participatory process design and visual storytelling.

- Clients include corporate, education, government, foundation, and non-profit clients of all sizes. Client growth of 75% over 4 years.

### **The Grove Consultants International / Senior Consultant**

2013 -2016, SAN FRANCISCO, CA.

- Client-facing consultant specializing in organizational change, meeting facilitation and design, workshops and training.
- Worked with local clients with a focus on technology, health care and higher education, and national and international clients in a variety of industries.
- Led internal and public workshops on graphic facilitation, strategic visioning, team development, and facilitating remote meetings.
- Promoted from Associate to Senior Consultant.

### **Lick-Wilmerding High School / Dean of Equity and Instruction**

2010 - 2013, SAN FRANCISCO, CA.

- Member of the Senior Leadership Team at an independent high school of 450 students. Areas of work: leadership development, educational equity, teacher development and assessment, program development, and curriculum alignment, review and design.
- Supervised, mentored, led department chairs and program directors, serving as a nexus and connector for work across multiple departments and programs.
- Responsible for all teacher hires, re-designed recruitment and hiring processes.
- Helped support and create a culture of continuous learning amongst faculty by introducing and assessing new tools, practices, and methodologies.
- Led school wide multi-year project with faculty and students to move toward measuring habits of mind vs. discrete knowledge building.
- Leveraged student data to drive instructional change, address equity gaps, and create a culture of reflection and action for faculty.

### **Lick-Wilmerding High School / Acting Dean of Students / Visual and Performing Arts Department Chair/ Director of Multicultural Programs**

2001 - 2010, SAN FRANCISCO, CA

- Appointed to a variety of senior and mid-level administrative roles, each with a different stakeholder focus (students, faculty, families).
- Designed and taught various classes in Peer Education/Pedagogy, Ethnic Studies, Art and Design, Filmmaking, and English seminars.

### **The Katherine Burke School for Girls/ Diversity Coordinator, Teacher**

1996-2001, SAN FRANCISCO, CA

- Elementary School Assistant in 1st and 4th grade classrooms.
- Art teacher for 3rd-5th grades.
- Appointed school's first Diversity Coordinator with a focus on supporting students and families of color and faculty development.

## **EDUCATION**

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- **Mills College / MA, Educational Leadership, Tier 1 Administrative Services Credential, Oakland, CA**
- **San Francisco State University /coursework in CLAD Multiple Subject Credential, San Francisco, CA**

- **Mills College** /BA, Art History, Oakland, CA

#### CERTIFICATIONS AND PRACTICE

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- **Design Thinking Methods/** the d.school at Stanford University
- **Meyers- Briggs Type Indicator Certified**
- **Leading the Strategic Visioning Process/The Team Performance System/**The Grove Consultants International

#### PUBLICATIONS

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- **KQED Community Advisory Panel/** Member/2019-present
- **Board Chair/** RAWdance, San Francisco/2015- present
- **A Beginner's Guide to Sketchnoting/** A CreativeLive [online course](#)
- **Publication/** "The Model Minority Myth: Implications for Independent Schools". The Inclusive School: A Selection of Writing on Diversity Issues in Independent Schools, NAIS/2012
- **Appointed Member/** A Call To Action, NAIS' Think Tank on Diversity/2010
- **Faculty/** NAIS Summer Diversity Institute
- **Faculty/** Students of Color Diversity Leadership Conference, 2002
- **Teaching Fellow/** Harvard Graduate School of Education, Project Zero Institute