

# MARTA SIBERIO

## CONSULTING

Winter 2014

Issue 4

### 2013 Project Highlights

#### Advancing Women's Leadership in Africa

In December 2013, I had the great pleasure of traveling to Ghana as part of NYU/RCLA's training team for the Ghanaian Women's Social Leadership Program. Sponsored by the Spanish foundation, Mujeres



por Africa, this program provides tailored leadership training to 15 women leaders doing ground-breaking work in the non-profit sector of Ghana. I led workshops on values-based leadership, communication and decision-making styles, team building, and the power of role in complex organizations. I also provided guidance on effective coaching strategies to three senior Ghanaian women leaders who will serve as coaches to the participants. In June 2014 the women will

come to New York and I look forward to working with them again.

#### Strategic Grantmaking for Family Foundations

In collaboration with Elizabeth Myrick, an expert in foundation operations and philanthropic grant making, we conducted a strategic review of the Viola W. Bernard Foundation, a family foundation supporting efforts to address the mental health needs of poor children and families. Outcomes of our work included adoption of new criteria to guide trustee decision-making and grantmaking processes considered to be best practice in the field. Elizabeth and I are now working with the Andrus Family Fund's new Executive Director and Board to develop a strategic direction for their family foundation's grantmaking.



Marta Siberio

Dear Colleague:

I'd like to share some of the highlights of my work in 2013. Wishing you a peaceful and joyous New Year!

Best,  
Marta

#### Siberio Joins Viola W. Bernard Foundation Board of Trustees

After completing my work with this family foundation (see highlights), I was honored to be invited to join the Board of Trustees. Participation in my first grantmaking meeting earlier this month offered me the opportunity to actually

### **Facilitating Aspen Institute/Ascend Fellowship Forums**

In 2012, the Aspen Institute launched Ascend, an important new program to reduce poverty by promoting policy and program models that impact two-generations at once. A core strategy for advancing this work are the Ascend Fellows, a group of seasoned leaders representing a cross-section of fields, who work on two-gen projects and collaborate in other ways. I served as facilitator for three of the Fellows' Forums in 2013 and provided design ideas for these learning convenings.



### **Strengthening Leadership Teams**

The best time to invest in building your leadership team is when things are going well and when new members join. Last year I worked with several teams to increase their impact. After conducting a comprehensive assessment to identify top needs, I develop relevant, experiential sessions that help team members reflect on each other's styles and strengths, and analyze team communications. Typical outcomes from these engagements include new team norms, deeper strategic discussions, and increased listening and contributions by all team members.

apply best practices to the critical work of redistributing resources.

### **Expanded Coaching Offerings: Myers Briggs Assessments**

In 2013, I became certified to provide Myers Briggs (MBTI) assessments. A tool for building self-awareness, MBTI provides insights into our preferences for engaging with people and information. I will be incorporating MBTI into my future coaching engagements.

**Marta Siberio**  
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