

DAVE OVERFELT, PhD, CSSGB

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Connecting People to Drive Change

Successfully building consensus through complex collaborations with diverse and contentious stakeholders. Planning and implementing engaging strategic change projects across multiple communities and organizations. Leading organizations and teams toward challenging goals across multiple industries. Utilizing performance and data focused team approaches to planning and implementation activities across diverse organizations.

Key Areas of Expertise

- Data Gathering and Analysis
- Communication and Coordination
- Project and Program Management
- Team Building and Leadership

Background and Experience

Veterans United Home Loans: October 2019-Present

Human Resources Data Analyst

Working with Excel, Tableau, Python, SQL, and more to assess and present data that informs decision making.

Consulting: June 2008-Present

Co-Founder and Principal Consultant, Kolibri Associates, kolibriassociates.com

The Communications Center, 2008-2013; Owner, Research Results, 2013-2019

Evaluating and improving processes, gathering and assessing data for dashboards and decisions, helping groups work through challenging conversations, conducting focus groups and interviews, developing customer and community engagement processes, grant writing. Communications coaching, training, meeting facilitation, planning consultation, and mediation services for individuals, families, nonprofits, government organizations, and businesses. Organizing strategic planning processes.

Missouri Division of Workforce Development: October 2015-June 2019

Community and Economic Development Manager, Planning, Communications

Statewide engagement, coordination, collaboration, planning, grant development, and communication with staff, boards, communities, and a variety of government agencies. Collaborated to develop statewide multi-agency grants, performance targets and reports, plan for the future, implement plans, and build a broader understanding of the workforce system needs and goals. Engaged staff in process improvement and developing systems for meeting goals.

Big Brothers Big Sisters of Central Missouri: March 2014-October 2015

Operations Manager and Americorps Program Director

Engaged new nonprofit leadership, staff, and board in developing new resources, plans, events, and initiatives. Successfully built a new team and implemented multiple program activities and volunteer engagement strategies. Successfully reduced storage footprint after major office downsizing. Drove programmatic outcomes to new levels. Frequent grant writing and leadership success.

Rochester Institute of Technology, Department of Sociology and Anthropology: 2011-2013

Visiting Assistant Professor

Developed and delivered courses on urban sociology, community development, and comprehensive urban planning processes with consistently high reviews. Directed student research projects and worked to get students engaged in ongoing community planning activities wherever possible. Developed and edited major journal issue on community-based research.

Education and Professional Training

PhD in Sociology-University of Missouri-Columbia 2010

American Society for Quality Certified Six Sigma Green Belt (#19743) 2019

Mediator certified by The Missouri State University Center for Dispute Resolution 2010