

## President

### Garrison Kurtz



Garrison is well known as a systems-thinker who connects disparate efforts and details. Having served in senior and executive management positions in the private, public and non-profit sectors, Garrison is adept at asking provocative questions that can help to identify the needs and interests of stakeholders and connect them to concrete steps and outcomes.

Before moving to philanthropy, where he worked with the Bill & Melinda Gates Foundation and others to develop cross-sector partnerships, Garrison worked in the public sector to develop and implement numerous process improvement projects that changed policy and practice. While serving as Director of Washington State Preschools, he was a co-author of the state's preschool program standards, the preschool marketing strategy and program evaluation and management information systems specifications. As an administrator at the Department of Social and Health Services, he developed processes and negotiated legal agreements and continuous quality improvement among the agency and the local Prosecutor and Attorney General's office.

Garrison's strengths run from concept development of large initiatives like Thrive Washington and Help Me Grow Washington, to strategic planning and organizational development for non-profits. He regularly works on impact assessment analyses and helps organizations and collaborations to focus their improvement efforts. Small and large group processes and energizing presentations underpin his approach with clients.

With an adult daughter in financial services in New York and a son working in early learning, Garrison finds ways to focus additional time and energy on youth civic engagement and public education reform.

#### Successful Projects

- Supported a group of private and public funders in Portland, Oregon to identify the best way to invest in strengthened parenting education services
- Developed and executed seminars in strategic philanthropy at Duke University
- Developed a market analysis for targeting of services for members of a national association of foundations
- Co-developed and facilitated a six-session learning community on applying Theory of Change to development of early learning systems in six states
- Researched, developed and tested messages to engender greater national support for environmental health among philanthropists and other advocates
- Facilitated community- and state-level efforts to define and coordinate human service systems
- Helped non-profits and private business to assess and refine their market position, lines of business and reconfigure their business models
- Facilitated annual strategic planning sessions for non-profits in the arts, early childhood, workforce development and education

Garrison@dovetailing.us

#### Recommendations

"Garrison is a maven, a truly unique leader who has the ability to assess, conclude, recommend, and guide. He is highly likeable and approachable and is genuinely concerned about increasing positive impact. His work is outcomes-focused and as a talented strategic thinker, he assesses courses of action with the highest chance of success."

**Satisfied repeat client** in response to anonymous *Client Satisfaction Survey*

"I am not sure how I would have survived this past year if not for Garrison's support and guidance. He has been part coach, part friend, part consultant. He is always there when I have needed him, providing me with good counsel, creative ideas and materials that make me look better than I would on my own. I never hesitate to recommend him to others."

**Satisfied repeat client Executive Director** in response to anonymous *Client Satisfaction Survey*

"Garrison's superb presentation abilities and high technical and organization skills coupled with leadership, knowledge, and application makes him a must for every consortium or coalition."

**Steve Myers**  
Former Superintendent  
Educational Service District 105

"I would say that Garrison is an amazing facilitator, skilled at stimulating thinking and discussion while keeping a group on target and allowing everyone to participate."

**Satisfied participant** in strategic philanthropy seminar in response to anonymous *Client Satisfaction Survey*

"Dovetailing partners have an incredible capacity to listen to clients, converge different ideas and scaffold to the next level of innovation. They provide honest unbiased feedback, understand the public's perception, have excellent people skills and are fun to work with!"

**Satisfied client** in response to anonymous *Client Satisfaction Survey*