



About Matt Kayhoe

Matt is determined that his work help make the world a better place. As a result, he focuses on mission-driven organizations and the people who lead them: those driving social change, providing social services, and innovating with a social purpose.

A highly experienced consultant, Matt is effective in any sector, and is comfortable working with community members, clients, front line staff, senior management teams, and Board members. This comes from a unique and diverse set of career experiences as a Board member, volunteer, employee, manager, and consultant. For example, his health care delivery sector ranges from helping to build a medical clinic for migrant farmworkers to being the strategic thinking partner and coach for the CEO of a major urban hospital.

Matt has also had a role in a number of technology startup businesses, with lessons learned from both success and failure. This learning is directly applicable to the social sector, with many similar challenges and dynamics with their innovation efforts.

All of this comes together in a pragmatic, informed, creative approach to supporting mission-driven organizations and their leaders. The focus is on the development of individual leaders through coaching, and the advancement of a significant change or ambitious new vision through consulting. His orientation is to appreciate strengths, and to include the “whole system” when possible. Testimonials can be found [here](#).

As a coach, Matt’s approach is most often a combination of three roles: Strategic Thinking Partner, Developmental Coach, and Advisor, [explained here](#).

As a consultant, Matt brings a range of skills, including project design, facilitation, community engagement, conflict management, project management, Board development, and team development. He has a working comprehension of the functional tasks of mission-driven organizations, such as development/fundraising, marketing/branding, service delivery, and volunteer management. This is articulated further in his Capability Summary.

Matt publishes a [blog](#) and has a [resource library](#) available to all. To provide a holistic yet simple method for people to understand their organizations, he created the **High Performance, High Impact model of mission driven organizations (HPHI)**, [explained here](#).

Matt’s education includes an undergraduate degree in Management and postgraduate programs in organizational theory and development at the Gestalt Institute of Cleveland and the NTL Institute. He is on the faculty of the Organizational Consulting and Change Leadership Program at Georgetown University.