

Mervin P. Antonio

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Organizational Development Professional with a passion for achieving breakthrough results by creating healthy “cultures of excellence” and optimizing conditions for individual and team performance. Demonstrated leadership skills with eighteen years of managerial and administrative experience addressing personnel, operational, and departmental challenges in the non-profit performing arts. Highly skilled at working with diverse groups of employees, staff, management, executives, board members, and other stakeholders. Experience with managing and administering leading-edge techniques and strategies related to organizational collaboration, learning, team-building, and communications. Proven talent helping diverse groups resolve communication issues and collaborate more effectively.

Key Competencies/Qualifications

- Design and deliver training in effective communications for increased participation in decisions and teamwork development and learning
- Expertise in various change models such as Appreciative Inquiry, World Café, Open Space
- Direct, decisive communicator able to rally and engage employees/teams around a unified mission and vision
- Change agent; able to create buy-in and help companies adapt to changing market conditions
- High emotional intelligence quotient and ability to defuse employee friction points
- Proven ability to assess, prioritize, and manage multiple projects simultaneously
- Masters of Arts in Organizational Design and Renewal, Seattle University with an emphasis on understanding and competency with global, diverse and multicultural perspectives
- Strong commitment to Louisville and Kentucky through my participation Leadership Louisville’s Bingham Fellow Program, Courier-Journal Fellow, Young Professionals of Louisville and Community Change Incubator and Social Innovation work through Metro United Way

Professional Experience

PRINCIPAL CONSULTANT

Xuma Collaborative, 2007-present

Helps resolve organizational or individual problems or issues that keep them up at night.

- Consult, partner and coach people on issues around leadership, strategic initiatives and management
- Design and facilitate business meetings with teams and provide ongoing consulting support as organizations strive to meet their goals, visions and dreams
- Led and facilitated inquiry processes to clarify current reality, mission and vision
- Provide organizational development and training services to clients with an emphasis on facilitation, team building, issue identification and resolution, research and development mission/vision/team/ task alignment
- Work includes Metro United Way and Arts and Cultural Attractions Council of Louisville and Southern Indiana, Council on Realizing Excellence in Management, Pittsburgh, PA

DIRECTOR OF NEW PLAY DEVELOPMENT

Actors Theatre of Louisville, 2005-2007

Managed and led the daily operations of the literary department for this non-profit performing arts organization. Oversaw the department’s contribution to strategic planning, budgeting, communications, community engagement, audience development, marketing, and fundraising.

- Organized and led a staff of four direct reports in the research, innovation and development of new product and talent
- Led department through process to identify goals and strategies to increase staff ownership, participation and impact artistic and business results
- Collaborated with Development staff, funders and artists on grant applications and program management, and grant reporting
- Advised artists on post-project grant narrative and expense reporting
- Hired, trained, and provided daily supervision of staff as well as volunteers and interns
- Wrote and edited promotional and educational materials for public use to increase learning inside and outside the organization

DIRECTOR, NEW PROJECT DEVELOPMENT Seattle Repertory Theatre, 2001-2004

Spearheaded, initiated and innovated the organization's research and development of new work and increase the organization's profile locally, regionally and nationally.

- Aided in the re-development and re-envisioning of the literary department as a diverse and inclusive environment characterized by innovation, teamwork, collaboration and personal responsibility
- Created the highly successful *Hot Type* festival dedicated to showcasing, supporting, nurturing talent at various stages in their development
- Encouraged and modeled knowledge sharing and learning between the organization, its clients and customers, which led to more effective communication and increased productivity

LITERARY MANAGER The Public Theater/NYSF, 1996-2001

Designed and facilitated high level, high impact project, organizational, communications and education support within the company, its customers and the general public.

- Created and managed lean department work practices in support of more efficient and productive outcomes
- Collaborated with the artistic and senior staff in formulating policies and long range plans to meet organization's objectives
- Created, discovered, researched and evaluated programming ideas for the organization
- Served as an ambassador in the community; educated and engaged staff and other stakeholders to raise awareness and support organizational success
- Partnered with Tony Randall's National Actors Theater and served as guest artist/scholar to on its arts-education program with Jamaica High School, Queens, NY

EDUCATION AND LITERARY ASSOCIATE Arena Stage, Washington, DC, 1992-1995

Organized and coordinated all arts-in-education activities in addition to managing all administrative activities of the literary office.

- Facilitated Educators Advisory Group meetings and student workshop discussions
- Secured accreditation for teachers participating in Arena's teacher training program
- Advised the "New Discoverers"--a group of young students learning to integrate arts learning in their academic and personal lives
- Coordinated and administered National Endowment for the Humanities Symposium and Education initiatives

Education

SEATTLE UNIVERSITY

Masters of Arts, Organizational Design and Renewal, 2007

This M.A. program concentrates on an interdisciplinary set of studies centered on organizational systems design, change, and renewal, as well as leadership, group dynamics, strategic planning and visioning, and the understanding of global, diverse and multicultural perspectives

Thesis Title: *The Impact and Influence of Narrative on Leadership and Followership*

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

Bachelor of Science, Journalism, News-Editing

Professional Development and Lifelong Learning

- Diversity workshop at Kentucky State University (2008)
- Embodied Leadership, Strozzi Institute (2008)
- System Renewal Consultation, Sri Certified (2007)
- Pegasus, Systems Thinking & Organizational Learning Resources Annual Conference (2007)
- Raising the Bar: Taking a Giant Leap through Inclusion (2007)
- Telling Stories, Making Meaning: The Power of Narrative in Organizational Change (2007)
- Profit for Life: Corporate Success by Mimicking Living Systems (2007)
- Leveraging Diversity and Inclusiveness to Create High-Performing Organizations (2007)

Software Proficiency

Microsoft Office (Word, Excel, PowerPoint, Outlook), FileMaker Pro

Service, Community Involvement & Affiliations

- Member, 2009 Bingham Fellows, Leadership Louisville
Bingham Fellows is the Leadership Louisville Center's highly selective community action program that brings together 40 of Louisville's most passionate, informed and dedicated leaders to identify, develop and connect the next generation of leaders to build a stronger region.
- Member, Young Professional Association of Louisville
As a member of the Recruitment committee, I actively seek to integrate current and prospective members of YPAL as initial participants in the organization's community, professional, and social opportunities. As a member of the Diversity committee, I help build partnerships and relationships with other community organizations to make culturally diverse programs available to YPAL members. We also seek to promote awareness and involvement of different cultures, races and ethnicities for an enlightened and educated community.
- Member, 2009 Louisville *Courier-Journal* Forum Fellows
One of 15 fellows selected from Kentucky and Indiana, Forum Fellows present opinions on local, regional, national and foreign affairs, giving a community voice to the newspaper. Spent two weeks participating in the daily morning conference of the editorial board.