

# Michael P. Lemon

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## Academic Background

- Masters of Science in Counseling Psychology, University of Kansas, Lawrence, KS (2008)
- Bachelor of Arts in Psychology, University of Kansas, Lawrence, KS (2004)

## Professional Experience

### **Center for Public Partnerships and Research, University of Kansas, Lawrence, KS**

#### **Assistant Director—2014-Present**

#### **Director, Kansas Enrichment Network**


#### **University of Kansas, Achievement & Assessment Institute, Lawrence, Kansas**

- Provide leadership and oversight over the entire Positive Youth Development (PYD) portfolio
- Lead the Statewide Afterschool Network (Kansas Statewide Afterschool Network) and network team
- Charged with building & infusing leadership development as well as self-development principles into the day-to-day culture of the organization
- Directed a team in several communities across multiple PYD projects to meet and exceed deliverables around the following initiatives, 21st CCLC, digital badging, quality programming, partnership cultivation, and leadership development.

### **Camp Fires National Headquarters, Kansas City, Missouri**

#### **Director – Thrive Initiative & Council Consultant – 2012-2014**

- Directed and led Camp Fire's scaled integration of the Thrive Foundation for Youth's Step-It-Up-2-Thrive methodology
- Provided one-on-one coaching of and consultation with staff at local Camp Fire councils across the country to facilitate/support integration and improvement of program quality and practices
- Managed the \$1.6 million Thrive Foundation grant, including deliverables, reporting, and relationship cultivation.
- Collaborated with Camp Fire Advancement department in the design and execution of a system-wide communications plan for Step-It-Up-2-Thrive, engaging internal partners and Camp Fire at-large

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- Facilitated and encouraged the sharing of promising practices and implemented lessons learned via in person and virtual formats
  - Developed a tracking system for collecting and sharing promising practices and lessons learned
  - Supported integration with other system-wide national initiatives including Youth Program Quality Assessment and Core Capacity Assessment
  - Represented Camp Fire in the development of The Leadership Challenge® Youth Curriculum pilot in concert with leadership scholar and best-selling author, Barry Posner, Ph.D.
  - Responsible for an additional \$300,000 grant enhancement based on work within the first three months
  - Assisted in the procurement of an additional \$1 million grant from the New York Life Foundation based on the progress of the Thrive Initiative
  - Planned and hosted two national conferences and multiple regional conferences
  - Provided executive coaching to over 15 CEO's within my national consulting portfolio
  - Built a solid relationship with the Thrive Foundation for Youth staff and board through excellent stewardship of the resources and meeting system wide scale-up deliverables in over 30 Camp Fire councils

**Kansas Enrichment Network (KEN), Institute for Educational Research and Public Service, University of Kansas, Lawrence, KS**

**Program Assistant, Quality Project/Consortium for Youth Voice, Co-Founder: 2009-2012**

- Assisted in writing multiple system grants, resulting in more than \$500,000 in funding over multiple years
- Funded areas include: Positive Youth Development, Service-Learning, S.T.E.M., and Program Sustainability
- Collaborated with university grant management teams to create MOU's and "pre/post award" budgets
- Facilitated key stakeholder meetings to develop the Kansas Afterschool Program Quality Guidelines (KAPQG)
- Created KAPQG/assessment tool and facilitated specialized staff training to pilot sites
- Conducted KAPQG pilot site visits to assess best practices, scale, and improve training and technical assistance
- Responsible for the post-pilot campaign launch of KAPQG and continuous statewide training
- Founded and directed the "for youth, by youth" statewide initiative Kansas Consortium for Youth Voice (KCYV)
- Assisted KCYV youth members in creating and implementing statewide Service-Learning trainings and projects
- Established new Afterschool partnerships inside communities and corporations at local, state, and national levels




**Better Because of You, Lawrence, KS**  
**Founder and Coach: 2009-2012**

- Provide executive coaching and leadership training to the CEOs of mid-sized non-profit organizations
- Provide one-on-one and group coaching sessions to multiple clients around reaching potential through goal-directed behavior change
- Offer evaluative process tools and used integrated coaching curricula with all clients
- Direct Creativity Roundtable team to uncover solutions that led to enhanced outcomes for organizations
- Identify innovative pathways to discover new clients and expand community partnerships for nonprofit clients
- Develop professional business models, frameworks and tools to assist organizations no matter where they are on the lifecycle.

**Consortium Institute of Management and Business Analysis, Asolo, Italy**  
**Leadership Development Coach & Lecturer: 2008**

- Taught “Basic Beliefs”, “Strengths”, and “Career” seminars to over 100 undergraduate and MBA students
- Facilitated eight, two-hour group coaching sessions to improve feedback in professional settings
- Administered and analyzed personality dimensions through the following assessments: Six Factor Personality Questionnaire (SFPQ), Kouzes/Posner Student Leadership Practices Inventory (SLPI), and the Clifton StrengthsFinder
- Helped students develop skills to navigate cross-cultural and multicultural settings at home and abroad
- Consulted on “Learn, Enrich, Achieve, and Perform” (LEAP) leadership development coaching program
- Versed in the identification of cultural assumptions and limits of cultural theories
- Developed skills to navigate cross-cultural situations while immersed in a foreign culture
- Facilitated small-group cooperative learning with intentional experiential techniques to expand learning
- Researched the influences cultural beliefs and values have on behavior in social and professional interactions
- Studied the historical basis of multicultural issues within the U.S. and other nations
- Experienced learning through Mind Based Performance (MBP) model



**Counseling Laboratory for the Exploration of Optimal States (CLEOS), School of Education, University of Kansas**  
**Creativity Counselor: 2006-2008**

- Conducted group sessions that combined personality assessment, counseling, and guided imagery into a goal-setting exercise with over 100 high-potential learners
- Participated in think-tank sessions with laboratory staff to develop new techniques to work with youth
- Administered and analyzed personality dimensions and vocational interests through the following psychological assessments: Six Factor Personality Questionnaire (SFPQ), Strong Interest Inventory (SII), Neuroticism Extroversion Openness Personality Inventory (NEO PI-R), Tellegen Absorption Scale (TAS), and the Clifton StrengthsFinder

**Kansas Enrichment Network, Institute for Educational Research and Public Service, University of Kansas**  
**Graduate Research Assistant: 2007-2008**


- Observed six afterschool sites statewide using “Youth Program Quality Assessment” (YPQA)
- YPQA Anchor: 98% Inter-rater reliability through High-Scope training
- Collaborated with afterschool programs to educate increased need for S.T.E.M. and 21st Century Skills
- Recruited new partnerships to increase sustainability for Kansas afterschool programming

**Colmery-O'Neil Veterans Administration Medical Center, Topeka, Kansas**  
**Practicum Counselor: 2006**

- Provided short-term and long-term individual psychological counseling to multiple patients
- Facilitated group therapy sessions for patients struggling with issues of mental health and obesity
- Collaborated with patient mental health teams to ensure proper diagnosis and appropriate treatment strategy

**Educational Opportunity Centers (TRiO), Institute for Educational Research and Public Service, University of Kansas**  
**Academic Advisor: 2004-2007**

- Provided academic advisement, admissions, financial-aid, career, and personal counseling services to 1,000 low-income, first generation adults seeking to enroll in post-secondary education (annually)
- Conducted minority student recruitment, targeting 3 select counties in northeast Kansas
- Formulated strategy to continuously enhance participant recruitment and meet program objectives
- Developed thought-provoking presentations and educational workshops to recruit eligible participants
- Performed 4 to 10 presentations per week with audience attendance ranging from 10 to 300

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- Served as a low-income, first generation liaison adult recruiter to the university admissions office
  - Assisted in the successful writing of the grant that awarded four years of funding to the TRiO Program
  - Trained detailed financial aid subjects, such as the Free Application for Federal Student Aid (FAFSA)
  - Contributed to a marked increase in postsecondary enrollment in 3 counties
  - Maintained collaborative relationships with officials in postsecondary institutions, GED programs, community agencies, organizations, and centers to generate referrals
  - Aided Project Coordinator in creating measurement tools to evaluate program strength and fidelity
  - Provided services in group and individual settings at 6 separate state correctional facilities

**Educational Talent Search (TRiO), Institute for Educational Research and Public Service, University of Kansas**

**Educational Mentor: 2004**

- Mentored and advised over 40 adolescents from low-income, first generation families
- Provided leadership and guidance during two programs, while coaching youth on goal-setting
- Fostered an environment that enabled youth to be exposed to a wide range of career/educational opportunities, healthy lifestyles, and positive decision-making practices

**Consulting**

**Johnson County Extension, 4-H, Lenexa, KS**

**Organizational Development Consultant: Strengths Finder Training: 2018**

- Facilitated Strengths Finder Training with the entire organization's staff
- Compiled & analyzed team data and allowed staff to connect their strengths to the larger mission of the organization
- Provided follow-up coaching sessions to individuals and teams based on Strengths Finder results

**Institute for Human Development, University of Missouri-Kansas City**

**Project Consultant – Youth Program Quality Assessment (YPQI): 2010**

- Provided expert consultation on Youth Program Quality Assessment tool to enhance multi-institute project for quality afterschool programs
- Hosted electronic, phone, and in-person assessment trainings for individual and group researchers
- Provided technical training on specific assessment tool elements to UMKC assessment teams






**Consortium Institute of Management and Business Analysis, Paderno del Grappa, Italy**  
**Training Consultant – (LIFE) Leadership Training Immersion Leadership Program: 2008**

- Evaluated and consulted on two, 23-hour, intensive weekend training programs with business students
- Conducted psychological pre-screening to all participants entering the “Leadership Initiative for Excellence” (LIFE) training program
- Provided on-team consultation to four trainers before, during, and after LIFE training program
- Assisted with creation of debriefing protocol for post-training with participants and staff

## Publications and Papers

- Lemon, M., Kansas Child Magazine, “Getting Unstuck and Generating Hope Through Pathways Thinking”, Spring 2019, Vol. 18, Issue 2
- Lemon, M., Kansas McNair Journal, “Hope and Defensive Pessimism”, 2004
- Lemon, M., Facilitator: The Leadership Challenge® Workshop with Nonprofit Executives participating in Quality Matters, Kansas City, MO, 2018 & 2019.
- Lemon, M., C.S. Mott Foundation Afterschool Conference, Chicago, IL, April, 2019.
- Lemon, M., Facilitator: Lemonade for Life, -Train the Trainer, Milwaukee Child Welfare Partnership-Uni. of WI-Milwaukee, April, 2019.
- Lemon, M., Speaker: YMCA of Greater KC, Adverse Childhood Experiences, Staff Development, Overland Park, KS, November, 2018.
- Lemon, M., Facilitator: Lemonade for Life, Oklahoma City, OK, November, 2018.
- Lemon, M., Speaker: 2018 21st Century Community Learning Center (CCLC) Program Directors’ Meeting, Wichita, KS, October, 2018.
- Lemon, M., Speaker: First 1000 Days Florida Summit 2018, Palm Beach, FL, September, 2018.
- Lemon, M., Speaker: 2018 6th Annual Great Beginnings, Great Families Conference., Helena, MT, August, 2018.
- Lemon, M., Speaker: 2018 KS Dept. of Health & Environment, LYFTE Summit, Topeka, KS, June, 2018.
- Lemon, M., Speaker: 2018 Annual Home Visiting Conference, Anaconda, MT, May, 2018.
- Lemon, M., Presenter: C.S. Mott Foundation Afterschool Conference, Washington DC., April, 2018.
- Lemon, M., Co-Facilitator: TLC® Workshop with Master Trainer Deb Calvert, CPPR Emerging Leaders, Lawrence, KS, 2016, 2017, & 2018.
- Lemon, M., Speaker: National Home Visiting Summit on Quality in Home Visiting Programs, Washington D.C., January, 2018.
- Lemon, M., Facilitator: KS Dept. of Health & Environment, Bureau of Family Health, Leadership Training, Topeka, KS, 2017.

- Lemon, M., Speaker: Nonprofit Leadership Conference, University of Missouri, Kansas City, Kansas City, MO, November, 2017.
- Lemon, M., Speaker: Mozilla Festival, ([Mozilla Festival](#)) Youth Digital Legacy Planning, London, United Kingdom, October, 2017.
- Lemon, M., Speaker: Childcare Aware National Leadership Institute, Kansas City, MO, October, 2017.
- Lemon, M., Facilitator: KU School of Nursing, KU Medical Center, Change Management, Kansas City, KS, , 2017.
- Lemon, M., Facilitator: KS Dept. of Health & Environment, Bureau of Family Health, Leadership Training, Topeka, KS, September, 2016.
- Lemon, M., Speaker: SXSWedu Conference ([SXSWedu](#)), 21st Century Skills & Digital Learning, Austin, TX, 2016 & 2017
- Lemon, M., Speaker: Mozilla Festival, ([Mozilla Festival](#)) Digital Badging, London, United Kingdom, October, 2016.
- Lemon, M., Facilitator: KU School of Health Professionals, KU Medical Center, Change Management, Kansas City, KS, September, 2016.
- Lemon, M., Facilitator: Community Mental Health Professionals, [Adverse Childhood Experiences Training](#), Salina, KS, August 2016.
- Lemon, M., Facilitator: Greater Kansas City United Way, Sustainability Planning, 2015, 2016, 2017, 2018, and 2019.
- Lemon, M., Presenter: 2015 National Mentoring Summit, Washington, DC, January, 2015.
- Lemon, M., Speaker: [Youth Volunteer Corp National Conference](#), Kansas City, MO, October, 2014.
- Lemon, M., Speaker: Blue Valley School District. Staff In-Service Day, Overland Park, KS, October, 2014.
- Lemon, M., Facilitator: 2014 SySTEM Strategic Planning Session for Kansas Enrichment Network, Kansas City, MO, April, 2014.
- Lemon, M., Presenter: Mentorship Training for KC Digital Media Lab for KCMO Public Library, Kansas City, MO, April, 2014.
- Lemon, M., Presenter: TEDxYouth@KC – Positive Youth Development Training, Kansas City, MO, February, 2014.
- Lemon, M., Co-Facilitator: TLC- Youth Curriculum Pilot with Barry Posner, PhD., Camp Fire-National Leadership Conference, Kansas City, MO, November, 2013.
- Lemon, M., Presenter: Youth Volunteer Corp National Conference, Kansas City, MO, October, 2013.
- Lemon, M., Presenter: TEDxYouth@KC – TEDTalk: Youth Voice, Kansas City, MO, September, 2013.
- Lemon, M., Presenter: KC Metro Afterschool Alliance Conference, Olathe, KS, May, 2013.
- Lemon, M., Presenter: National Dropout Prevention Conference, Kansas City, MO, April, 2013.

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- Lemon, M., Presenter: Promise to Practice National Conference, Las Vegas, NV, February, 2013.
  - Lemon, M., Presenter: Thrive Foundation for Youth Forum, Palo Alto, CA, 2012, 2013.
  - Lemon, M., Presenter: Promise to Practice Conference, Atlanta, GA, February, 2012.
  - Lemon, M., Presenter: C.S. Mott Foundation Afterschool Conference, San Francisco, CA, January, 2012.
  - Lemon, M., Presenter: National Dropout Prevention Conference, Schaumburg, IL, 2011.
  - Lemon, M., Presenter: Kansas Volunteer Commission Conference, Wichita, KS, 2011.
  - Lemon, M., Roundtable Speaker: Afterschool Alliance, Kansas Representatives, Washington, D.C., 2010, 2011.
  - Lemon, M., Speaker and Facilitator: Kansas Dropout Prevention Summit, Wichita, KS, 2009.
  - Lemon, M., Presented Research: University of Maryland National McNair Conference, College Park, MD, 2004.

### Technical Reports

- Lemon, M., Presented Research: Heartland McNair Conference, Kansas City, MO, 2003.
- Lemon, M., Graduate Research Group: Dr. Barbara Kerr - CLEOS Project, Lawrence, KS 2006-2008.
- Lemon, M., Graduate Research Group: Dr. Shane Lopez - Alliance for Identifying & Mentoring Strengths, Lawrence, KS, 2006


### Training

- The Leadership Challenge Summit, Chicago, IL, June, 2018.

### Certifications

- The Leadership Challenge® Workshop, Trained Facilitator, Sonoma Leadership Systems, Sonoma, CA.
- Core Capacity Assessment Tool (CCAT) Certified Interpreter, TCC Group, New York, NY.
- Youth Program Quality Assessment (YPQA) Certified External Assessor, Lansing, MI.
- Advancing Youth Development (AYD) Certified Trainer, Cornell University, Ithaca, NY.
- Public Agenda - Community Conversation Trained Facilitator, New York, NY.
- Kepner-Tregoe Certified: Problem-Solving and Decision Making, Consortium for Management and Business Administration (CIMBA), Asolo, Italy.

### Recent Public Service

- Sunrise Project, Board Retreat, Change Management, Facilitator, 2017.
  - National MS Society Young Professionals Board, 2014-2017.
  - 4-H Program Development Board Member, 2014-2019.
  - Executive Committee Member, TEDxYouth@KC, 2013 – 2015.
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- Executive Committee Member, Kansas Enrichment Network, 2012 – 2015.
- Save Inc., Development Committee, 2012 – 2014.
- Public Moderator, Community Conversation, Center for Advances in Public Engagement, Public Agenda, 2009.
- Advisory Board Member: Kaw Area Technical School G.E.D. Program, 2004 – 2007.
- Graduate School Panelist: Undergraduate Programs Colloquium, University of Kansas, 2004 –2007.

