

# Craig A. Bowman

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Washington, DC

Working globally to create opportunities for people from diverse backgrounds and experiences to come together, build trust, define areas of shared and common interest, and achieve transformational outcomes. 29 years of experience helping organizations harness entrepreneurial spirit to advance social justice and support the public good. A career-long focus on youth development, engagement, and leadership. World-class consulting services for more than 300 clients in 47 U.S. states and 32 countries. Expertise in organizational strategy, change management, board governance, funding, communications, equity and diversity, emerging economies, transparency, grassroots outreach, community programming, and all levels of leadership development from youth training to executive coaching. Clients include global NGOs, CSOs, PSOs, foundations, governments, nonprofits, colleges, universities, and other consulting firms.

## Founder and President

**Common Ground Consulting LLC, Washington, DC (1990 - Present)**  
**Incorporated 2007 / BBB A+ Accreditation (11 years)**

*Guide organizations through change efforts to become more entrepreneurial and sustainable.*

- Strengthen organizational cultures through diversity, equity, and inclusion (DEI), community-building, conflict resolution, values alignment activities, and training initiatives.
- Help organizations clarify vision, mission, values, and programming, turning them into clear and practical strategy.
- Help organizations in every sector engage stakeholders in meaningful ways.
- Design and facilitate organizational and regional training and capacity building activities.
- Develop and lead grassroots and digital advocacy campaigns.
- Provide executive leadership development and coaching.

## In-Country Experience

Afghanistan, Albania, Argentina, Azerbaijan, Belarus, Belgium, Bolivia, Bosnia, Bulgaria, Brazil, China, Colombia, Ethiopia, France, Guyana, Hungary, Indonesia, India, Lithuania, Kosovo, Macedonia, Mexico, Moldova, Montenegro, Nepal, Netherlands, Pakistan, Russia, Serbia, Switzerland, South Africa and Uganda.

## Board Roles

National Mentoring Center (*Advisory*), Mobilizing America's Youth, Scenarios USA, National Network for Youth, Washington Council of Agencies (*Vice President*), National Youth Advocacy Coalition (*Treasurer*), Who Cares Magazine (*Editorial Board Chair*), BreakAway, Student Campaign Against Hunger and Homelessness, Do Something (*Advisory*), Empty the Shelters, Young People for National Service (*Founding Chair*)

## RECENT HIGHLIGHTS

- Lead Albania's new High Judicial Council through a **process to create its mission, vision, values, and first strategic and operational plans**
- **Managed an extensive internal feedback process** to assist CARE USA's Digital Team reimagine strategy
- **Created the Advocacy & Action Agenda on Youth Violence Prevention for USAID** by facilitating youth leaders across the Caribbean
- **Facilitated a pivotal 2-day retreat for Peace Corps' Office of Overseas Programming and Training Support** in the wake of a major re-organization
- Designed and facilitated a critical **2-day staff retreat for 170 members of the U.S. Digital Service (USDS)**
- **Saved the multi-national NGO** Institute for Transportation and Development Policy (ITDP) **more than \$1M** through a strategic restructuring process
- **Transformed the management structure** of the 50-year-old National Employment Law Project (NELP) focusing on racial equity
- Working on behalf of the Aga Khan Foundation, **developed a comprehensive country-level NGO accreditation scheme and roadmap for Afghan civil society**
- **Launched Common Ground's high-profile servant leadership LEAD model** in Uganda, Macedonia, Kosovo, and in the U.S. with SikhLEAD
- Worked with USAID's American Schools and Hospitals Abroad (ASHA) to build and **strengthen their team, develop strategy, and evaluate senior staff**

**Executive Director**

**National Youth Advocacy Coalition, Washington, DC (2000 - 2007)**

**Executive Director**

**SMYAL, Washington, DC (1995 - 2000)**

*Served as CEO and CFO for seven years at a national LGBT youth advocacy organization with 150 members, 500 partners, and an annual budget of more than \$3M, and for five years at a DC-area based adolescent social service agency with an annual budget of \$1.1M and serving 1,000+ youth annually.*

- *Led the organizations' management teams, supervised 20+ staff members and provided oversight for hundreds of volunteers.*
- *Provided vision, leadership, and oversight to the organizations' planning and development strategies.*
- *Drove messaging and policy positions and served as primary spokesperson.*
- *Negotiated and oversaw all contracts with government agency donors, foundations, corporate partners, and vendors.*
- *Built strategic collaborations and participated in national coalitions, networks, and associations for at-risk youth.*
- *Oversaw membership, major and planned giving programs, special events, and marketing campaigns. For SMYAL, oversaw a capital campaign that resulted in two building purchases.*

**Adjunct Professor, Graduate Department of Sociology,  
International Training and Education Program (ITEP)  
The American University, Washington, DC (1994 - 2000)**

*Developed and delivered an experiential curriculum focused on training design and facilitation skills for graduate students in sociology, education theory, and international studies.*

**Director of Education, Training, and Personnel  
Public Allies, Washington, DC (1993 - 1994)**

*Served on the senior management team. Oversaw talent development for one of four organizations that served as models for AmeriCorps. Served as a "loaned" staff member to the White House Office of National Service to help launch AmeriCorps.*

- *Right-staffed organizational infrastructure for accelerated organizational growth.*
- *Designed national training curriculum for all program participants as well as metrics and evaluation tools.*
- *Developed the organization's diversity action plan.*
- *Identified, created, and oversaw local, state, and national partnerships.*

**KEY ENGAGEMENTS**

- **Aga Khan Foundation**
- **Case Foundation**
- **Center for Environmental Citizenship**
- **Chemonics International**
- **Child Helpline International**
- **Coordinating Body for Afghan Relief**
- **Corporation for National and Community Service**
- **Counterpart / Social Accelerator**
- **Creative Associates**
- **East-West Management Institute**
- **Echoing Green Foundation**
- **Ford Foundation**
- **Global Fund to Fight AIDS, TB & Malaria: Developing Countries Delegation (10 countries)**
- **Institute for Sustainable Communities**
- **Institute for Transportation and Development Policy (7 countries)**
- **Millennium Challenge Corporation**
- **National Employment Law Project**
- **PartnersNetwork / Partners Global**
- **US Embassies in Afghanistan, Kosovo and Serbia**
- **USAID (10 countries)**
- **USAID Office of American Schools and Hospitals Abroad**
- **US DHHS, DOJ, DOS, DOE**
- **World Learning**

**EDUCATION**

**Bachelor of Arts** in Political Science and Journalism, Miami University, Oxford, Ohio.  
Emphasis: Communications and African American Studies.  
University Honors Program.