



## Lynn H. Gray, LIM Regional Director for North America

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**Linn H. Gray** is the Regional Director for North America for LIM LLC, a global consulting venture now in its third decade. LIM NA delivers innovative learning and training strategies that capture imagination, trigger ‘out of the box’ thinking – and create long-term sustainable ROI impact, by tipping both strategic vision and action in new, often provocative and bold directions. LIM NA’s work is anchored in *ARL: Action Reflection Learning*. Lynn has a strong commitment to work within the global development sector, particularly on innovations that engage young leaders, stretching their imaginations, visions and belief in their creative power and impact potential.

He has a unique track-record, built around the design and management of complex, multi-sector development partnerships. He has led large-scale collaborations among the private business sector, government, development groups, labor unions and community groups... related to public education, talent identification and economic development – in urban centers in the USA – and now in emerging global economies. He has created a wide-range of tools, events, and processes that stimulate new kinds of thinking and business development. He also nurtured the ‘Posse concept’ through its first five years, as it began to evolve into The Posse Foundation... now a global showcase for talent identification and development, based in the USA.

For the past decade his work has been focused on the global humanitarian and development sectors, often with agencies of the UN System (including: WFP, UNDP, UNICEF, UNOPS, FAO, IAEA and DPKO). Here, his emphasis is on helping clients understand and use their complex, often volatile, risk-infused change situations and issues to strengthen their organizational culture, sharpen key results-targets, identify and contract with potentially valuable organizational partners, design and deploy operational innovations, and improve the overall results and impact of their investments.

Four objectives largely define his training and facilitation work: leadership development, high-performing teams, innovative alliances, and an applied-innovations mindset. He is particularly committed to working with so-called marginal populations, bringing them into key planning and development processes. He has designed, led and facilitated projects in the USA, Europe, the Middle East, Asia, Central America and Africa (South, East, West). He has an undergraduate degree from Wheaton College, Illinois (BA in Philosophy) and a graduate degree from Princeton Theological Seminary (M.Div. in Learning Strategies).

### **His areas of capability include:**

- ✓ Leadership Development
- ✓ Systemic Innovation
- ✓ Knowledge Management
- ✓ Public/Private Partnerships
- ✓ Project Management Strategies
- ✓ Training Design
- ✓ Cross-Cultural Interaction
- ✓ Organizational Culture
- ✓ Emotional Space & Culture
- ✓ Race and Gender Issues
- ✓ Education Policy and School Reform
- ✓ Change, Conflict & Crisis Management
- ✓ Executive & Team Coaching
- ✓ Results Based Management
- ✓ Advanced Learning Theory
- ✓ Talent Identification
- ✓ Risk Analysis
- ✓ Action Learning

*We develop your leaders while they develop your business.*