

MO SOOK PARK

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EDUCATION

Harvard Graduate School of Education, Cambridge, MA | 2010
Master of Education, Special Studies: Leadership Development

Harvard University, Cambridge, MA | 2006
Bachelor of Liberal Arts, Social Sciences, cum Laude

TEACHING & ADVISING

Federal Executive Institute, Center for Leadership Development Office of Personnel Management, United States Federal Government, Washington, DC

Faculty Instructor, Leadership for a Democratic Society (LDS) Program, Systems Change

A 2.5 Hour workshop delivered during a month-long program for Federal Executives.

2023: Oct, Nov, Dec

- + Design and facilitate a new monthly intensive workshop for Senior Executives from agencies across government upon observing gaps in the curriculum to address the growing needs for systems level leadership frameworks.
- + Delivered the workshop as a pilot on systems analyses, mapping and systems change, and is now officially added to the LDS curriculum.

Faculty Instructor, LDS Program, Adaptive Leadership: Mobilizing Change in Complex Syst

A 18 hour course delivered during a month-long program for Federal Executives.

2019: Jun, Aug, Sep, Oct, Dec

2020: Dec

2021: Jan, Mar, Apr, Sep, Nov, Dec

2022: Jan, Feb, Apr, Aug, Oct

2023: Jan, Mar, May, Jul, Aug

- + Design and facilitate monthly week-long experiential course for Senior Executives from agencies across government. Delivered 22 versions of the course for a total of 400 teaching hours to over 750 Federal Executives. Course is consistently the highest rated course in the LDS program since 2021.
- + Update, refine, and improve course materials to include latest research on organizational behavior, management sciences, and leadership to meet the shifting needs of Federal Executives.
- + Teach theories on Adaptive Leadership, organizational behavior, change management, systems thinking, conflict management, and group dynamics.
- + Provide post-program one-on-one executive coaching to 20 LDS graduates.
- + Facilitate coaching of groups of 8 – 9 of executives including a week-long facilitation of team development, peer coaching, one-on-one coaching, and regular check-ins to support month-long experience.

Faculty Instructor and Deputy, Presidential Management Fellows Leadership Development Program, Inclusive Leadership in Action

A two-year leadership development program for participants of the Federal government's premier leadership development program for advanced degree candidates.

Cohort 9: Sep 2021
Cohort 10: Feb 2022
Cohort 11: May 2022
Cohort 12: Feb 2023
Cohort 13: May 2023
Cohort 14: July 2023

- + Served as Deputy to the Leadership Development Program Director and was responsible for updating and refining the two-year curriculum to include latest research, theory, and practices on inclusion, equity, conflict management, emotional intelligence, resilience, self-awareness, negotiations, systems thinking, adult development, and team development.
- + Design and deliver a half-day module on leading diverse teams more inclusively as part of the 3-day kick-off program to four times a year. Delivered the course 5 times, across five cohorts, to over 600 Fellows.

Faculty Instructor, National Oceanic and Atmospheric Administration (NOAA) Leadership Conservation Development Program, Adaptive Leadership & Design

A 15-month leadership development program for senior leaders in NOAA. Each cohort is offered four 3-day courses throughout the program.
July 2022, Jan 2023

- + Design and facilitate a custom 3-day workshop during the 4th of 5 sessions offered throughout the program.
- + Customize design and teaching of frameworks of Adaptive Leadership, Systems Thinking, and Design Methods tailored to the unique needs of NOAA and the relevant issues brought in by participants.

Faculty Instructor, Open Enrollment & Custom Course Delivery

28 hour-long in-person and virtual courses offered to Federal Employees.

Inclusive Leadership in Action – 2020: Aug, Nov, 2021: Apr, Nov, 2023: Sep
Conflict Management Skills – 2019: Aug, Nov, 2020: Mar, May, Aug, 2021: Jan, Mar, May, Aug
Management Development: Leading Organizations – 2020: Dec, 2021: Apr, Jun, Jul, Aug
Resilient Leader – 2020: Oct, 2021: Feb, May, Aug, Sep, 2022: Feb, May, Jul
Coaching Skills for Leaders – 2020: Aug, Oct, 2021: Apr, Jul

- + Design and facilitate leadership development programs offered to the federal workforce on cross-disciplinary content including management development, conflict management, and change management. Delivered over 30 open enrollment courses for a total of 850 hours for 900+ federal employees.
- + Design and facilitate the first experiential curriculum on 'Inclusive Leadership in Action' to build the capacity of the federal workforce to execute on the Executive Order on Advancing Racial Equity and Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce. Course was added to regular open enrollment course offerings.
- + Design leadership programs for agency specific teams customized to specific needs. Delivered five custom programs for 150 – 200 participants for the Social Security Administration, Food and Drug Administration, and Equal Employment Opportunity Commission.
- + Provide one-on-one coaching to course participants during course delivery to support learning.
- + Provide support to train new faculty to teach open enrollment courses.
- + Build relationships with course participants to work with single agencies. Brought in \$275K of revenue in 2020 – 2021.
- + Lead the conversation of programs to be delivered virtually. Managed and produced a series of 12 webinars within a month at the start of the COVID 19 pandemic. Converted and delivered the first virtual open enrollment course to be delivered by the Center for Leadership Development.
- + Support fellow faculty in converting and delivering multi-day courses virtually for the first time.

Adjunct Lecturer, Practicing Leadership from the Inside Out (PLIO) Program, Harvard Graduate School of Education. Cambridge, MA

A two-year leadership development program offered to students in the Doctor of Education Leadership (EDLD) program.

2022 – 2023, 2023 - 2024

- + Co-design and facilitate learning experiences with Doctoral candidates on topics including Adaptive Leadership, systems psychodynamics, peer learning and coaching, and conflict management.
- + Coach students one-on-one to facilitate assessment (MBTI, Leadership Circle, and Thomas Kilmann Conflict Mode) debriefs and explore the application of key frameworks including Immunity to Change, Adaptive Leadership, and group dynamics.
- + Coach working group of 5 EDLD students through two sessions on how to leverage the awareness of group conflict preferences to develop a team and work more effectively in achieving a shared purpose.

Instructor, DrPH Personal Mastery Program, Harvard T.H. Chan School of Public Health.

Cambridge, MA

A leadership development program offered to students in the Doctor of Public Health (DrPH) program.

2022 – 2023, 2023 - 2024

- + Coach DrPH candidates to build on the learning and experience of the Personal Mastery leadership development program.
- + Develop a tailored leadership development program per the student's identified growth edge.
- + Translate concepts from adult development, emotional intelligence, Immunity to Change, Adaptive Leadership, group dynamics, and self-awareness to help students thrive in and make a positive contribution to public health work.

Adjunct Faculty. Adaptive Leadership, Institute of Design. Illinois Institute of Technology. Chicago, IL.

Fall B Term: 2019, 2020, 2021, 2022

Spring B Term: 2019, 2020, 2021, 2022

- + Design and teach 8 iterations of a 7-week course on Adaptive Leadership to help designers increase their capacity to leverage their role to advance an organization's adaptability in service of innovation in volatile ecosystems. First faculty to teach Adaptive Leadership as part of the Master of Design program which was then integrated into the core curriculum in 2022.
- + Update and refine curriculum each year to meet specific needs and trends in design.
- + Enable the Institute of Design to be the first Master of Design program to include a course on leadership development.

Co-Instructor, Adaptive Leadership, Western Conservation Leadership Development Program.

South Dakota

A highly selective 7-month long leadership development program offered to diverse leading stakeholders in Western United States and Canada.

Aug 2022

- + Co-design and facilitate a 3-day module on Adaptive Leadership to a cohort of 30 participants.
- + Facilitate the formation of issue-area groups where learning from the program and the framework of Adaptive Leadership could be applied and where participants could find opportunities to collaborate across sector and expertise.
- + Train and advise the team of 6 coaches in their work with their teams.

Co-Instructor. Adaptive Leadership, Systems Thinking, and Design, National Conservation Law Enforcement Leadership Academy. National Association of Law Enforcement Chiefs, Shepherdstown, WV
A 14-day residential leadership development program for senior leaders in conservation law enforcement agencies.
May 2017, April 2018, May 2019

- + Co-design and facilitate a two-week intensive experiential leadership development program.
- + Update the curriculum to include new and emerging frameworks per the needs of conservation and fish and wildlife state agencies and the mission they serve. Introduce advanced design methods to complement traditional frameworks in 2019.
- + Teach leadership development theories and practices including Adaptive Leadership, systems thinking, design, emotional intelligence, group dynamics, and conflict management.
- + Train and advise 6 coaches throughout the program.

Co-Instructor, Systems Thinking, International Conservation Chiefs Association, Shepherdstown, WV
A 21-day residential leadership development program for conservation leaders from Africa, South America, Asia to combat wildlife trafficking.
Apr 2018, Sep 2018, Sept 2019

- + Co-design and co-facilitate the delivery of a two-week intensive experiential leadership development program customized to the needs of the countries in attendance and the specific issues they face to combat wildlife trafficking.
- + Teach an intensive on Systems Thinking using a structured process that enables country team to delve into the systemic forces that impact the challenges they face, and the individual mental models that can impede progress.
- + Bring in content from earlier in the program to show threads to the Systems Thinking content.
- + Train and advise 8 coaches throughout the program.

CERTIFICATIONS

Certified Consultant to Group Dynamics, A.K. Rice Institute for the Study of Social Systems	2019
Systems Thinking/Practice Certification, Acumen + Omidyar Group	2018
Case-in-Point Certification [Experiential Teaching Methodology], Kansas Leadership Center	2017
Human Centered Design Facilitation, Acumen + IDEO	2014
Immunity-to-Change Workshop Facilitator Certification, Minds at Work	2011
Certificate in Professional Fundraising, Boston University School of Management	2008

PUBLICATIONS

Park, Mo Sook, L. Fahn-Lai, Reena Shukla, André Nogueira, and Patrick Whitney. "Algorithms of Behavior and Behavior of Algorithms: A Conversation between Ashish Jha and Patrick Whitney." *She Ji: The Journal of Design, Economics, and Innovation* 8, no. 4 (December 1, 2022): 437–53.

PROFESSIONAL EXPERIENCE

Visiting Scientist. *Design Lab, Harvard T.H. Chan School of Public Health.* Boston, MA 2022 – Present

The first Design Lab housed within in a School of Public Health to explore how advanced design methods can complement the work of leaders across sectors to improve the well-being of people, organizations, and the natural world.

- + Established internal management systems and ways of working for a newly hired team to navigate the execution of two grant funded projects with a partner organization in India, which required the team to rapidly adapt to ever changing nature of the projects.
- + Worked closely with Builder Fellow to carry out a six-month project to explore how design can accelerate the efforts to bring social prescribing to the U.S. The project included a first of its kind convening of 40 stakeholders representing nine sectors from across the U.S., Canada, and the U.K.
- + Created the first podcast series for the Lab to provide examples of how advanced design methods can be used to make progress on complex challenges.

Founder & Consultant. *i-D Leadership Consulting.* Chicago, IL 2010 – Present

Client: Mercy Housing 2023 - Present

- + Designed and delivered organizational development to senior leadership providing resident services for the largest nationwide affordable housing provider in the United States.
- + Carried out a diagnostic needs assessment to inform the design of interventions including one-on-one leadership development opportunities and a multi-day convening.
- + Facilitated the group's first in-person gathering as an investment in the effort to start to discuss the systemic, cultural, and interpersonal dynamics that were barriers to progress.

Client: Woods Fund Chicago 2021 – Present

- + Designed and delivered organizational development to a new team of all women of color seeking to invest in becoming a racially just and equitable organization.
- + Carried out a diagnostic needs assessment to inform the design of customized workshops and organization and team development opportunities.
- + Coached Executive Director and Vice President of Programs in one-on-one leadership development sessions to deepen their engagement with the Organization Development work, and support ongoing implementation afterwards.

Client: Grand Victoria Foundation 2019 – Present

- + Design
- + Designed systems and structures aligned with the organization's unique values and based on adult development principles. Co-created the strategy for implementation while also providing individual and group coaching as a scaffold to support the significant cultural design shifts.
- + Worked closely with the Executive Director to design organizational structures that leverage existing resources and deeply align with the vision, culture, and values of the newly appointed Executive Director.

Client: Kansas Leadership Center 2019 – 2020

- + Conducted and analyzed the landscape of nonprofit trends and needs to help inform the strategy to scale the Center's capacity building efforts beyond Kansas state lines.

Client: Bluedog Design, LLC.

2017 – 2018

- + Redesigned the hiring and onboarding processes to align with the organization’s culture, values, and strategic vision. Leading the creation of a knowledge management system to enable decision-making at all levels of the organization and support the growth trajectory of team members.
- + Led the research and design of a new change management product offering.
- + Led market and trend research on culture and organization design to increase the knowledge and capacity of client-facing teams.

Client: Chicago Public Schools

2014 – 2017

Network 4

One of 14 networks in Chicago Public Schools managing 37 schools on the north and west side of Chicago

- + Assessed the needs of two high priority schools and collaboratively designed cultural interventions with school leadership to implement school-wide, including one-on-one coaching.
- + Worked closely with the Chief of Network 4 to design and implement strategies to support and increase the effectiveness of the network team that aligned with culture and values.
- + Designed and facilitated customized experiential learning opportunities for school administrators, to develop the capacity of individuals and teams to adapt and to exercise leadership more effectively. Opportunities included trainings, cross-school walkthroughs, and retreats.

Office of Principle Quality

- + Designed a customized experiential workshop to teach the principles of Adaptive Leadership and group dynamics to 60+ first year principals and their mentors.

Office of Social and Emotional Learning

- + Project managed and co-designed a two-day conference to launch the inaugural “School Climate Cohort” with 45 high priority schools.
- + Facilitated two leadership development sessions to increase participants’ understanding of underlying barriers-to-change, and to provide a language and model for exercising leadership from their role.

Other Clients Include:

Forefront, IL	2017 – Present
Stupski Foundation	2020
JSI Research & Training Institute, Inc.	2019
U.S. Fish & Wildlife Services	2017 - 2020
Greater Good Studio	2019
A.K. Rice Institute for the Study of Social Systems	2013 – 2018
Indianapolis Police Department	2017– 2018
Experience Institute	2016 – 2017

Operations Lead. Adaptable, Inc. Boston, MA

2011 – 2013

A startup creating an innovative branding platform, where users curate online content that informs one’s professional point of view.

- + Led business development, social media marketing, research and development, and product management initiatives. Recruited and managed the founding team and established culture, values, and norms.
- + Curated content from over 600+ management innovation articles per week to provide a resource for management trends and best practices.
- + As first employee, managed and onboarded all team members.

Program Manager. *Franklin N. Flaschner Judicial Institute.* Boston, MA 2005 – 2008
A legal service nonprofit that offers continuing legal education programs for the 475+ members of the Massachusetts Judiciary.

- + Managed operations and logistics for 85+ evening and full-day professional and legal education for members of the Massachusetts Judiciary.
- + Secured over 75% membership participation per academic semester.

Development Coordinator. *Massachusetts Bar Foundation.* Boston, MA 2004 – 2005
Provides grants to nonprofits that provide legal services to the underserved populations of Massachusetts.

- + Organized the 40th Anniversary Celebration, the largest event in the foundation's history, which raised \$120K+ in revenue.
- + Managed over \$3.5 million in grants, the Society of Fellows, all development initiatives and events including the Annual Meeting and Grantmaking Day.

PRESENTATIONS & LECTURES

Immunity-to-Change: A Deeper Dive. National Conservation Leadership Institute Alumni Conference.
Virtual May 2021

- + Designed and facilitated a customized presentation of the Immunity-to-Change exercise with 60+ alums of the National Conservation Leadership Institute with a focus on the barriers to increasing diversity in the conservation institute in North America.

Designing Partnerships for Large Scale Impact. Design Intersections. Chicago, IL May 2019

- + Co-designed and facilitated a full-day workshop that integrated the disciplines of design, systems thinking, and Adaptive Leadership - a framework designed to address the unique needs for engaging across multiple stakeholder groups as is required for large-scale change initiatives.

Building Community Capacity. Carnegie Mellon School of Design. Pittsburgh, PA Feb 2019

- + Guest lecturer to Transition Design PhD and graduate students on stakeholder capacity building using a multidisciplinary approach that applies Adaptive Leadership and group dynamics as fundamental to leading sustainable and impactful change efforts.

Advanced Group Dynamics. Loyola University School of Social Work. Chicago, IL Feb 2019

- + Guest lecturer to masters level clinical social work students on group dynamic and social system theory and its application to the framework of Adaptive Leadership.

PROFESSIONAL AFFILIATIONS

Adaptive Leadership Network, Board Member	2021 - 2023
A.K. Rice Institute for the Study of Groups and Social Systems, Associate	2012 – 2022
Organization Development Network of Chicago, Member	2013 – 2022
Harvard Club of Chicago	2013 – 2022
Center for the Study of Groups and Social Systems, Board of Directors, Member	2012 – 2016
El Paso Leadership Academy, Founding Board Member	2009 – 2013