



Kim States

SENIOR CONSULTANT

CONTACT

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SKILL PROFILE

Corporate & Non-Profit Governance
Operations & Process Improvement
Communications & Change Management
Strategic Planning
Leader and Team Development
Board Development
Culture Development
Stakeholder Facilitation and Engagement
Grant Development & Strategy

CERTIFICATIONS

 **TTI Success Insights Certification**

 **Instill Culture Certification**

COMMUNITY LEADERSHIP

 **Colorado Medical Group Management Association, Board of Directors**

 **West Slope StartUp Week, Advisory Council**

 **Delta Area Chamber of Commerce, Board of Directors**

 **West Slope Impact Collective: A Nonprofit Alliance, Founder**

OVERVIEW

Kim States, a Senior Consultant, is an organizational development expert, specializing in enhancing efficiency and fostering robust organizational cultures. With over 20 years of experience working with nonprofits and boards of directors, she brings a keen understanding of the unique challenges and responsibilities that come with nonprofit and association leadership. Known for her strategic vision, Kim excels in diagnosing organizational challenges and implementing sustainable solutions. She has a proven track record in restructuring operations, most recently within two behavioral health centers where she collaborated with the team to improve efficiency, diversify revenue and implement or improve processes.

Kim's areas of expertise include executive transitions, governance compliance, leadership coaching, culture and team development, board development and training. Kim has a passion for empowering nonprofits, leaders, and teams to reach their full potential.

Kim's approach is characterized by a deep commitment to understanding each client's unique context and challenges. She believes in a collaborative, strengths-based methodology that not only addresses immediate issues but also prepares organizations for long-term success.

TTI ASSESSMENT

Kim's TTI assessment reveals her to be a steady and reliable presence, known for her calm demeanor, thoughtful approach, and unwavering commitment to collaboration. With a natural talent for building trust and maintaining strong relationships, Kim helps foster a supportive and cohesive team environment. Always willing to lend a hand, she excels at keeping projects on track and ensuring that team members feel heard and valued.



TTI SUCCESS INSIGHTS™

[Learn more about TTI Assessments.](#)



UNIQUE ABILITIES

What distinguishes Kim is her exceptional emotional intelligence, deep insight into team dynamics, and extensive experience driving organizational growth and success. She has an innate ability to recognize when others need support—often before it's expressed—and responds with empathy, patience, and practical guidance aligned with broader organizational goals. Her steady presence brings a sense of calm and assurance, especially in times of change or uncertainty. Whether she's leading quietly behind the scenes or offering thoughtful encouragement, Kim's quiet strength and unwavering support elevates everyone around her.