Ballinger | Leafblad is proud to present the following information on behalf of our client, Global Minnesota, in its search for a President.
ORGANIZATIONAL OVERVIEW

The Global Minnesota story began in 1953 when it was founded as the International Center for Students and Visitors – guided by the motto “They came as strangers – may they leave as friends.” Founded by Josef Mestenhauser, Bill Rogers, and Forrest Moore, the organization, later named the Minnesota International Center (MIC), was created as a partnership between the community and the University of Minnesota that engaged ‘Citizen Diplomats’ to connect Minnesotans with visiting students and scholars. It was believed that diplomacy was not the exclusive domain of professional diplomats, but that all walks of society could be involved in international relations.

After its founding, MIC evolved from direct service into a multifaceted nonpartisan organization with a mission to promote international understanding and engagement through globally-focused educational opportunities for Minnesota residents of all ages. In March 2016, MIC was rebranded as Global Minnesota to better reflect who it is, what it does, and the dynamic and culturally-diverse state it serves. In 2017, Global Minnesota reached more than 6,000 people through public events, created more than 3,600 hours of meaningful cross-cultural interactions in elementary classrooms across the state, and welcomed nearly 500 international visitors to Minnesota.

Today, Global Minnesota is considered to be one of the top affiliates of the World Affairs Councils of America. It is a proud member of Global Ties U.S., the nonprofit arm of the U.S. Department of State’s International Visitors Leadership Program, and an affiliate of the Foreign Policy Association.

After more than 60 years, Global Minnesota continues to evolve and reach new milestones. And, the future looks bright and promising for new and innovative ways to connect Minnesota to the world.
ORGANIZATIONAL OVERVIEW
Global Minnesota is a nonprofit, nonpartisan, member-supported organization with the mission of advancing international understanding. It offers globally-focused programs at universities, schools, libraries and community centers, businesses, homes, and other venues across the state. The organization values its 50+ corporate members and 2000 individual members. Partners and stakeholders include international exchanges and visitors, scholars, corporate leaders, donors, the U.S. State Department, other federal, state and local government officials, ambassadors and other representatives of foreign governments, educators, community leaders and individual members. The organization’s location on the University of Minnesota campus reflects its strong educational orientation.

PROGRAMS
Events
Global Minnesota’s unique and diverse opportunities go beyond international headlines to spark cultural conversations within communities and connect individuals with some of the world’s best thinkers. Global Minnesota provides a local link to the world’s community with opportunities to hear high-caliber international speakers and diplomats, experience culture and cuisine at local restaurants, or network with globally-minded people.

“Great Decisions” Discussion Groups
Individuals from across the state can explore international issues through Global Minnesota’s “Great Decisions” program, the largest in the country with some 60 chapters throughout the state, and the “Global Conversations” speaker series at the Minneapolis Central Library and St. Paul Landmark Center.

Professional Exchanges
Global Minnesota works with local experts across disciplines to offer a broad spectrum of engaging and informative meetings, workshops, volunteer activities and site visits. The program topics are very diverse and reflect the interests and expertise of a variety of guests to the state.
Global Minnesota hosts more than 400 exchange visitors annually through the U.S. Department of State's International Visitor Leadership Program (IVLP). IVLP participants travel to the United States for short-term exchange programs designed to build understanding between professionals from abroad and local communities.

Global Minnesota partners with public and private institutions to create custom professional exchange opportunities that bring individuals from different parts of the world together to examine global challenges. Short-term exchange programs have been designed for the Young Southeast Asian Leadership Initiative, the U.S. Embassy in Norway, and the Foreign Service Institute, among others.

The professional exchange program provides the opportunity to share expertise and be part of the exchange experience by hosting a dinner, highlighting Minnesota’s work culture, or being a local guide. Members have the opportunity to meet international participants by hosting a dinner to share their culture and story across the table over a meal. In the workplace, through meetings, site visits, workshops and shadowing, professional exchange participants learn how social, political and family issues are addressed through policy, advocacy and grassroots action. In the community, individuals may volunteer as a local guide and accompany exchange participants to professional meetings and cultural activities.

K-12 Education

Global Minnesota’s K-12 resources support educators and students to learn more about the world and develop the important knowledge and skills needed for success in today’s global society. The Classroom Connection is a series of interactive cross-cultural conversations and lessons that brings the world’s cultures directly to Minnesota elementary school children. A nationally-acclaimed foreign policy discussion program and statewide “World Quest” competitions to stimulate high school student interest in the world and international issues.
MISSION

*Global Minnesota’s mission is to advance international understanding and engagement.*

VALUES/PRINCIPLES

Global Minnesota is committed to serving Minnesota from a foundation built on the following core values:

- *Respect*
- *Collaboration*
- *Nonpartisan*
- *Global Competency*
- *Inclusion*
- *Courage*

ORGANIZATIONAL CULTURE

Staff members at Global Minnesota describe the work culture as passionate and collaborative. With a shared love of international issues, staff members love to expand knowledge and bring people together. Global Minnesota staff are “smart” and savvy; they value staying abreast of current issues and foreign affairs. There are always interesting conversations at the water cooler! Team members share information and expertise and there is an “all hands-on-deck” attitude. This is certainly necessary to pull off the volume of programs that the organization does each year!
presenting the position of

President

OVERVIEW OF POSITION
The next President will be crucial for helping manage and lead Global Minnesota into the next decade of the 21st century, accommodate and address changes taking place in the Minnesota, national, and international environments that bear on the organization’s role and responsibilities, and develop new programs and activities aimed at the shifting demands of -- and opportunities with and to serve -- its individual members, corporate supporters, and other institutions and communities in the Minneapolis and St. Paul communities and throughout the state.

Global Minnesota’s chief executive officer, the President oversees the work of 17 professional staff, manages an annual budget of approximately $1.5 million and leads the organization’s development and fundraising work. With the support of its administrative and programmatic staff, the President is responsible for the development of effective substantive programs and sound financial, human resources and administrative management.

Global Minnesota’s dynamic staff works at a fast pace and needs to be efficient, flexible, professional, oriented to solving problems and able to work well both independently and as part of a team.

The President reports to the Board of Directors, a diverse body of 30-plus prominent, internationally-focused Minnesota civic and business leaders and foreign affairs/public policy practitioners. A Board Executive Committee provides ongoing policy guidance to the President, who serves as the professional staff’s principal liaison to the Board, and Board committees deal with such matters as Finance, Audit, Governance, Corporate Membership, Individual Membership, and Major Gifts.

PRIMARY RESPONSIBILITIES
Global Minnesota seeks an outstanding and experienced international affairs and nonprofit sector leader to serve as its President. This role will develop the organization’s engagement throughout Minnesota using the 5 year Strategic Plan as a road map with the goal of deeper awareness and understanding of global economic, political, social and cultural ideas and issues.

Leadership
- Working with the Board of Directors, provide guidance on policy, programs, planning, budgeting and fund development.
- Foster an open, collaborative, respectful and positive culture of team participation in making decisions and setting priorities.
- Manage implementation of the long-term strategic plan with periodic reviews and revisions.
presenting the position of

President

- Supervise and annually evaluate director-level staff and other direct-reporting staff.
- Create a dynamic work environment by ensuring that the staff and Board members collaborate effectively and have the resources and support needed to successfully carry out their functions.

Fundraising and Financial Accountability
- Plan and execute the organization’s work to secure corporate, individual, foundation and other financial support in collaboration with staff, the Board of Directors and others.
- Oversee efforts to secure federal, state and local government funding through engagement with officials and legislators, advocacy and relationship building and sound management of collaborative programs that comply fully with grant requirements and the law.
- Strengthen community ties to identify potential new financial supporters and foster a culture that carefully stewards gifts, engages positively with donors, and conveys a sense of appreciation.
- Monitor the overall financial status of the organization and change course as needed.

Spokesperson and External Relations
- Serve as Global Minnesota’s spokesperson to the public, media, stakeholders and others, through clear and consistent messaging and brand management, that substantiate the organization’s visibility as a state thought-leader and “go-to” resource on global issues.
- Develop strong connections with the U.S. and foreign governments, corporations and other organizations to further Global Minnesota’s mission.
- Maintain the organization’s standing as a top-ranked affiliate of Global Ties U.S., the World Affairs Councils of America and the Foreign Policy Association.

Program Development
Support the Program Director to:
- Develop stimulating, informative and effective programs and activities that reflect the organization’s priorities and metrics. Set goals and priorities and measures for programs.
- Design, implement and evaluate new program initiatives to advance the long-term strategic plan.
- Strengthen the content of Global Minnesota programs by drawing on personal expertise and networks in international affairs.
presenting the position of

President

Internal Operations and Management
Support the Director of Operations to:

- Inspire and lead diverse community, corporate, and other constituencies of Global Minnesota, as well as multi-generational staff with cross-cutting interests and varying levels of experience, in the accomplishment of the organization’s agenda.
- Ensure sound management and internal controls of financial, personnel and other resources.
- Manage hiring, compensation and compliance with personnel policies and applicable laws.
- Ensure that annual performance reviews provide relevant feedback to staff and suggestions for future personal development.
- Liaise with the Board of Directors, Board committees, the Executive Committee and Chairman to enable them to carry out their oversight and support functions effectively.
presenting the position of

President

QUALIFICATIONS

Essential Qualifications

This is a role of stature and gravitas; it requires

- A minimum of 10 years working in the international affairs and/or non-profit realm, ideally at a leadership level.
- Globally-focused experiences and interests with a passion to improve the world through understanding and connection.
- Significant international experience along with a strong knowledge of current world events and issues.
- Administrative and financial acumen to manage operations, funds and people.
- Meaningful experience and demonstrated ability to raise funds from individuals, corporations and foundations.
- Proven communications skills, including public speaking to large and small groups, writing on behalf of the organization and representing the organization to the media.
- Effective decision-making skills and a demonstrated ability to guide a nonpartisan organization’s presentation of sensitive and potentially divisive issues, to weigh and balance competing interests and points of view from throughout the community, and to deal effectively with conflicts when they arise.
- Demonstrated background and ability to work collaboratively and successfully with a diverse Board of Directors.
- Bachelor’s degree with a Master’s degree preferred in International Relations, Business Administration, Nonprofit Management or related fields.

Other Characteristics, Skills, and Abilities

- Cross-cultural sensitivity and fluency
- Impeccable judgment, discretion, confidentiality
- Results orientation: strong bias for action, can-do attitude
- Demonstrates a sense of personal accountability for achieving results
- Desire to innovate and drive continuous improvement
- Preference for transparent and collaborative management style
- Exceptional presence, communication and relationship-building skills
- A relentless commitment to quality programs and services
presenting the position of

President

COMPENSATION
Global Minnesota offers a full compensation package including paid vacation and sick leave, medical, dental and disability insurance, parking, opportunities for professional development, and employer contribution and optional pre-tax employee contribution to a retirement fund. The salary for this full time, exempt position is commensurate with experience.

ADDITIONAL INFORMATION
For additional information and to apply for the position, please contact:

Marcia Ballinger, PhD  
Co-Founder/Principal  
651-341-4840  
marcia@ballingerleafblad.com

Lars Leafblad, MBA  
Co-Founder/Principal  
612-598-7547  
lars@ballingerleafblad.com

CIVIC SEARCH REIMAGINED

Global Minnesota is an Equal Employment Opportunity Employer
Welcome to Minnesota Nice - Twin Cities Style

When the Twin Cities hosted the Super Bowl in 2018, it cast an international light on what the organizing committee dubbed “The Bold North.” It also gave the world an up-close and personal view of what those who live here already knew. Minnesota Nice is for real.

The Twin Cities of Saint Paul and Minneapolis are a unique blend of small town and major cosmopolitan hub. Both urban cores boast a thriving business atmosphere. Saint Paul, as the state capital, is home to state government and has a more historical vibe. Minneapolis is the larger and more commercial of the two cities. Outside of the central downtowns, however, both cities have many distinct neighborhoods, and residents identify more with their individual communities than with the larger city as a whole. And the best news is housing in most of our friendly neighborhoods is affordable and welcoming.

The Twin Cities lives up to its Bold North tagline in every way. Residents enjoy four very distinct seasons, none of which will let you down.

According to the website WalletHub, Minneapolis ranks 12th in America for cities with the most green space. Both cities share a common root of being river towns, and the great outdoors is a major attraction for residents and visitors alike. In addition to the mighty Mississippi River, there are more than 900 lakes in the metro area and surrounding suburbs, upwards of 300 parks, and miles of biking and walking trails.

Nearly every weekend in the summer there are several outdoor events for participants and spectators—triathlons, biking races, running races, boat races, water skiing competitions, golf tournaments, and more.

The summer highlight for most Minnesotans is the Minnesota State Fair. One of the largest of its kind in the country, ours is a world-class
Twin Cities ~ Minneapolis and Saint Paul

showcase of Minnesota’s best in agriculture, industry, arts and entertainment. Held on a 320-acre parcel located between St. Paul and Minneapolis, it is a self-supported organization and has been held on the Minnesota State Fairgrounds every year since 1885.

As summer turns to fall, the region puts on a breathtaking autumn show that draws visitors from miles around. While fall is a fleeting spectacle, the active lifestyle of Minnesotans doesn’t go dormant during the winter either. Being hardy in every way, we take advantage of the miles of cross-country skiing trails, downhill ski areas, ice skating, snowmobiling, sledding, and, of course, ice fishing.

In recent years Minneapolis and St. Paul have become two of the most diverse cities in America, with Minnesota's Somali community being one of the largest in the United States. St. Paul is the heart of Minnesota’s Hmong community as well and is home to the largest urban concentration of Hmong residents in the country.

It is by design that we’ve embraced such ethnic uniqueness. Our multi-cultural communities present us with diversity in the workplace, a strong workforce and an added bonus of getting to know the world, and coming to understand different cultures, on a more intimate scale right here at home.

One of the best places to get a taste of our many blended cultures is Midtown Global Market on Lake Street in Minneapolis. Midtown Global Market is a welcoming indoor market and meeting place featuring an abundance of ethnic dishes, gifts and groceries, from Mexican and Middle Eastern to Vietnamese, Indian, Swedish and Italian.

Many Hmong and Vietnamese restaurants and shops are located in the Frogtown neighborhood as well, on and around University and Lexington avenues. Hmongtown Marketplace on Como Avenue and Hmong Village on Johnson Parkway on St. Paul’s East Side feature a wide variety of traditional foods, clothing, fabrics and crafts, as well as farmers markets.

There are countless arts and culture offerings in the Twin Cities. The Grammy Award-winning Minnesota Orchestra has a reputation as one of the top orchestras in the world. The Saint Paul Chamber Orchestra is also regarded as one of the finest chamber orchestras in the world.
presenting

Twin Cities ~ Minneapolis and Saint Paul

Since the early 1960s, the Guthrie Theater has staged outstanding shows from the classical to the modern. Popular national shows and performers also tour through the Twin Cities year-round at stages in both Minneapolis and Saint Paul, and at the University of Minnesota.

If you are a theatre-goer in the Twin Cities you'll never have a dull moment. According to the Western States Arts Federation, Minneapolis ranks as the fifth-most “creatively vital” city in the country, right after D.C., LA, NYC and Boston. We boast more than 40 venues with a variety that even the most seasoned thespian would notice. There are the magnificent musicals that play on the State, Orpheum, and Pantages stages and lots of local talent making a statement on stages such as the Southern Theater, New Century, and Illusion. Many a Broadway production touch down in Minneapolis on their country-wide tours. Cats, The Lion King, and A Chorus Line are a few examples of productions that have played here. Theater is also a large component of life in Saint Paul. The gorgeous 1000-seat Fitzgerald Theatre acts as MPR's largest broadcast studio. Staged productions commission authors, artists and radio hosts to create programming for the public radio community. The Fitzgerald Theater is St. Paul’s oldest theater and celebrated its 100th anniversary in 2010.

The Ordway Center for the Performing Arts has been recognized as one of America’s leading not-for-profit performing arts centers and is home to a wide variety of performances throughout the year providing the finest in musical theater, music, dance, and vocal artists in its Music Theater and Concert Hall. In addition, each year the Ordway presents its Flint Hills Family Festival, serving more than 50,000 children and adults through its Ordway Education programs.

And while we’re on the subject of philanthropy, the Twin Cities is proud to call itself home to hundreds of nonprofits doing good work for the residents of our community, giving us an even richer connection to each other.
For the museum-goer, there are more than 60 museums in the metro area. The Science Museum of Minnesota and the Minnesota Children's Museum (both in Saint Paul) are highly interactive learning facilities and fun experiences for the entire family. The Minnesota History Center is an interactive museum for all ages with permanent and changing exhibits, lectures and events.

The Minneapolis Institute of Arts has a collection of more than 100,000 pieces. The Walker Art Center has been called “possibly the best contemporary art museum in the U.S.” by Newsweek, and has over 11,000 pieces. The University of Minnesota's Weisman Art Museum is also a contemporary art destination.

The Somali Museum of Minnesota on East Lake Street features hundreds of traditional Somali artworks and artifacts as well as educational programs.

For those who prefer activity of the spectator variety, the Twin Cities is home to the Minnesota Twins, Minnesota Vikings, Minnesota Wild and the Minnesota Timberwolves. We are also the home city to the four-time WNBA Champion Minnesota Lynx and the Minnesota United soccer team. Our sporting events are hosted in some of the best sporting facilities in the country, including Target Field, home of the Minnesota Twins and US Bank Stadium, a brand new, enclosed stadium where the Minnesota Vikings host their NFL games. Additionally, the stadium also hosts early season college baseball games of the University of Minnesota Golden Gophers. A $250 million, 19,400 seat soccer stadium is also in the works in the St. Paul Midway area for the Minnesota United.

Beyond sports, the great outdoors, entertainment, and culture, perhaps the biggest attraction for the Twin Cities is the lifestyle. Forbes hailed Saint Paul and Minneapolis as one of the nation's healthiest cities and USA Today named Saint Paul as North America's "Most Romantic City."
Twin Cities ~ Minneapolis and Saint Paul

The Twin Cities offer award-winning restaurants (several chefs have been regional James Beard Award winners). In addition to the popular Mall of America, there are plenty of unique shopping districts in both cities and in the suburbs.

Minneapolis/St. Paul is also proud to have a world-class international airport. In fact, the Airports Council International named MSP the 2017 Best Airport in North America in its size category, 25 million to 40 million passengers per year.

The Twin Cities is a vibrant Midwestern community where Minnesota Nice is alive and well. We are the perfect blend of small town, big city and our residents pride themselves on their warm and welcoming ways. There’s a reason Business Insider ranked Minneapolis/St. Paul number nine on its Top 50 Places to Live in America. We really are all that. And more!

www.minneapolis.org    www.stpaul.gov