

MARIUS J. MASSIE

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SUMMARY

I won my credentials on “battlefields”—overcoming stress, trauma, betrayal, and intimidation. I’m familiar with psychological barriers to growth. As a thought engineer, I’ve developed frameworks to help individuals and organizations get unstuck. I’m empathetic to your struggle because I understand the personal cost of change. It’s easier with a guide.

If you want to improve engagement, unity, motivation, morale, or health—finding invisible narratives is vital. If despite your best efforts you see limited success, they’re likely at play. I have keys to help. Whether you’re looking at individual coaching, consulting, professional development, or a keynote, I’ll position you for results.

EDUCATION

University of Minnesota Graduated June 1999
BA (Psychological, Sociological, & Rhetorical Structures in Society – Interdepartmental) Minneapolis, MN

EXPERIENCE

Check & Connect Student Engagement Intervention June 2019 – Present
National Training Consultant Minneapolis, MN

- Demonstrate understanding of adult learning to deliver high-quality training.
- Assess and develop mentor/trainer capacity to deliver Check & Connect utilizing train-the-trainer/train-the-coach evaluation and instructional processes, informative feedback, reflective listening, technical support, and modeling.
- Assess federal competencies for refugee resettlement and create an integrative and replicable training experience to assist state-level organizations in assimilating one of the following legal United States humanitarian protection statuses using the Check & Connect service model and documentation tools: Refugee; Asylee; Victim of severe form of trafficking; Amerasian; Cuban/Haitian entrant; Special Immigrant Visa (SIV), or Afghan humanitarian parolees.
- Form strategic partnerships at the state, district, school, and community program level to coordinate and support fidelity of implementation, audience-specific service delivery, and ongoing technical assistance.

Independent Contractor April 2003 – Present
Thought Engineer, Business Consultant, Personal Coach, Conflict Mediator Minneapolis, MN

- Use community education, conflict resolution strategies, executive coaching, and professional development to improve stakeholder relationships impacted by disruption or trauma.
- Support Positive Behavioral Interventions and Supports (PBIS) in schools through restorative practices.
- Revitalize work culture and accelerate productivity by aligning team members' highest abilities with their strategic mission.
- Design high-rigor and depth-of-knowledge, culturally responsive, standards-based instruction leveraging instructor passion and the Understanding by Design® framework (UbD™ framework).
- Inspire youth to challenge their limitations and overcome difficult circumstances.
- Design practical tools for working through conflict and increasing adaptive leadership capacity.
- Design custom frameworks for strategic management and social innovation.
- Coach executives to lead wisely under pressure.
- Enhance personal productivity through social and emotional learning and life skills.
- Build language to clearly articulate organizational direction through a stakeholder lens.
- Brand change efforts to increase stakeholder buy-in.

West Metro Education Program

August 2016 – April 2018

Equity and Student Programs Coach, Trainer, and Consultant

Minneapolis, MN

- Coached and consulted clients in protocols and strategies around racial equity.
- Used Understanding by Design® framework (UbD™ framework) to develop impactful training and learning experiences to encourage deeper self-assessment, skill acquisition, and commitment to organizational goals.
- Assisted Instructional Literacy Coaches in the development of culturally responsive train-the-trainer resources and content for service delivery.
- Formed partnerships with district-level administrators and school personnel to assess district/site readiness for restorative practices.
- Informed organization staff about specific procedures and marketing protocols to enhance change movements and promote equity mindsets.
- Provided assistance in staff development, program implementation, and coordination of district-wide activities focused on racial equity, integration, and achievement.

BOARD LEADERSHIP

Board Member, ThriveEd	2020-2022
Board Member, Youth Intervention Programs Association (YIPA)	2019-2021
Board Chair, Community Board Member, Harold Mezile North Community YMCA	2016-2018

SPECIALIZED TRAINING & CERTIFICATIONS

Restorative Practices	2016
Monica A. Evans, International Institute for Restorative Practices (IIRP)	
Nancy Riestenberg, School Safety Technical Assistance Center, MN Dept. of Ed.	
Alice O. Lynch (deceased) and Gwen Jones (Nationally Recognized Trainers)	

Cognitive Coaching	2020
Jim Roussin, Thinking Collaborative Training, Cognitive Coaching Foundation Seminar®	

EXPERTISE

Equity Mindsets, Educational Consulting, Executive Coaching, Human Capital Development, Restorative Practices, Emotional Intelligence, Conflict Management & Resolution, Peer Mediation, Crisis Management, Social Innovation, Organizational Behavior, Organizational Culture, Motivation, Inspiration, Instructional Design, Higher Education, Organizational Effectiveness, Cultural Cohesion, Public Speaking, College Readiness, Life Skills, Professional Development, Mentoring, Leadership Development, Social Media, Visioning, Strategic Planning, Adobe Creative Suite, Web & Graphic Design, Marketing & Branding, WordPress, Entrepreneurship, Parent Engagement

TRAINING & SUPPORT (DISTRICT-LEVEL)

- Austin Independent School District: Austin, TX
- Burnsville-Eagan-Savage School District 191: Burnsville, MN
- Communities In Schools® Central Texas & North Carolina: Austin, TX; Raleigh, NC
- Davenport Community Schools: Davenport, IA
- Eden Prairie Schools: Eden Prairie, MN
- Hinckley-Finlayson Public Schools: Hinckley, MN
- Mahtomedi Public Schools: Mahtomedi, MN
- Pearl River County School District: Carriere, MS
- Pennsylvania Training and Technical Assistance Network: Malvern, PA
- Pima Prevention Partnership: Phoenix, AZ
- Saint Louis Park Schools: Saint Louis Park, MN
- St. Anthony-New Brighton School District: St. Anthony, MN

PRESENTATIONS

- *The Chaos Breaker™*. Conflict resolution training for staff at Big Brothers Big Sisters Twin Cities. July 2022.
- *Maximum 1™ Human Capital Improvement*. Professional Development Day at Mendez Middle School. September 2021.
- *Build Family Skills Through Strength-Based Engagement and Problem-Solving*. School Social Work Association of America 2020 National Conference. April 2020.
- *Restorative Frameworks: Help All Heal*. Eden Prairie Summer Academy for special education staff. August 2019.
- *Impacting Your Organization Cross-Sectionally from the Inside Out*. 2019 Student Engagement Conference. July 2019.
- *Restorative Work: Get Self Out of the Way of "We."* Govie Leadership Summit. March 2018.
- *I Can!* TopLine Federal Credit Union. April 2014.

COLLABORATIONS

- Dayton YMCA at Gaviidae
- YMCA of the Greater Twin Cities
- Science Museum of MN

BLOG POSTS

- **Massie, M. J.** How to Dismantle Hate and Undivide America. *LinkedIn*, September 13, 2022. <https://www.linkedin.com/pulse/why-i-hate-you-undividing-america-marius-massie/>
- **Massie, M. J.** Invisible Narratives: How They Can Disrupt Unity and Progress. *LinkedIn*, August 24, 2021. <https://www.linkedin.com/pulse/invisible-narratives-how-can-disrupt-unity-progress-marius-massie/>
- **Massie, M. J.** 4 Intriguing Ways to Keep Students Engaged During COVID-19. *Attend, Engage, Invest*, September 29, 2020. <https://attendengageinvest.wordpress.com/2020/09/29/4-intriguing-ways-to-keep-students-engaged-during-covid-19/>
- **Massie, M. J.** Connecting with Students During a Pandemic: Try Video Messaging! *Attend, Engage, Invest*, September 3, 2020. <https://attendengageinvest.wordpress.com/2020/09/03/connecting-with-students-during-a-pandemic-try-video-messaging/>
- **Massie, M. J.** 5 Powerful Ways to Reconnect with Families with Limited Access to Technology During COVID-19. *Attend, Engage, Invest*, August 4, 2020. <https://attendengageinvest.wordpress.com/2020/08/04/5-powerful-ways-to-reconnect-with-families-with-limited-access-to-technology-during-covid-19/>

OTHER EXPERIENCE

Minneapolis Public Schools

January 2016 – August 2016

Restorative Practices Coordinator

Minneapolis, MN

- Coordinated, developed, and facilitated Restorative Practices training for multiple school sites including technical support to reduce suspensions, expulsions, and referrals to Special Education.

Rasmussen College

December 2008 – January 2011

Student Success Manager

Bloomington, MN

- Designed and delivered the Success Strategies college preparatory classroom curriculum to inspire confidence, establish expectations, set healthy habits, reduce or eliminate distractions, and prepare them effectively for college rigor and graduation; achieved an outstanding student satisfaction rating of 4.73 (out of 5).
- Coached, advised, and developed intervention and action plans to identify key barriers, offer encouragement, assess available resources, and partner and serve as an advocate for student success.