

MARIUS J. MASSIE

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SUMMARY

I am a multifaceted business and organizational effectiveness professional with 20+ years of experience repairing relational disruption in teams and stakeholder groups. Using cognitive behavioral frameworks and tools to find invisible narratives, I systematically remove psychological barriers that hinder progress.

My experience includes consultation of executives at a Twin Cities financial institution with 150+ employees identifying, enhancing, and promoting messaging that increased employee commitment and engagement. I combine training and facilitation skills with a person-centered approach to conflict resolution that increases reflection, emotional intelligence, and empathy between employees, leadership, and customers. As an example, I have coached administration at a local metro area school district of 1,800+ students and 100+ staff to leverage targeted restorative practices that built community between stakeholder groups and healed previously fractured relationships.

When change seems impossible, I reverse-engineer ideal outcomes into activities (seed), that when done consistently and authentically (watered), stabilize (roots), and organically create what we want (fruit). It's far easier to grow an apple than make one. When you need help, I will guide you. You are not alone.

EXPERTISE

Equity Mindsets, Educational Consulting, Executive Coaching, Human Capital Development, Restorative Practices, Emotional Intelligence, Conflict Management & Resolution, Crisis Management, Organizational Behavior & Culture, Curriculum & Training Design, Organizational Effectiveness, Cultural Cohesion, Public Speaking, Professional Development, Mentoring, Leadership Development, Strategic Planning

SPECIALIZED TRAINING & CERTIFICATIONS

Restorative Practices 2016-Present

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

Cognitive Coaching 2020-Present

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

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

- Deliver high-quality training based on adult learning principles.
- Enhance mentor/trainer capacity for train-the-trainer skills using evaluation and instructional processes, informative feedback, reflective listening, and technical support in Check & Connect core competencies.
- Partner across agencies at the state, district, school, and community program level to coordinate and support fidelity of implementation, person-centered service delivery, and ongoing technical assistance.
- Assess and create an integrative and replicable training experience along federal competencies to aid state-level organizations and assist individuals in the following protection statuses: Refugee; Asylee; Victim of severe form of trafficking; Amerasian; Cuban/Haitian entrant; Special Immigrant Visa (SIV), or Afghan humanitarian parolees.

Independent Contractor

April 2003 – Present

Thought Engineer, Business Consultant, Executive Coach, Conflict Mediator

Minneapolis, MN

- Build leadership to lead wisely under pressure and clearly articulate organizational direction through a stakeholder lens.
- Improve stakeholder relationships (impacted by change, disruption, or trauma) using restorative practices, conflict resolution, coaching, consulting, and professional development.
- Revitalize work culture and accelerate productivity by aligning team strengths with their strategic mission.
- Enhance resilience to persevere through adversity and get results.
- Propel reflection to challenge limits and overcome difficult circumstances.
- Design practical tools for working through conflict and increasing adaptive leadership capacity.
- Design custom frameworks for strategic management.
- Brand change efforts to increase stakeholder buy-in.
- Design high-rigor, culturally responsive, standards-based instruction leveraging the Understanding by Design® framework (UbD™ framework) and instructor passion to promote depth-of-knowledge and application of learning.

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.
- Developed impactful training and learning experiences to encourage deeper self-assessment, skill acquisition, and commitment to organizational goals using the Understanding by Design® framework (UbD™ framework).
- Formed partnerships with district-level administrators and school personnel to assess district/site readiness for restorative practices.
- Assisted Instructional Literacy Coaches in the development of culturally responsive train-the-trainer resources and content for service delivery.
- 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