

ANNIE KILBURG SMITH

CONFLICT RESOLUTION, FACILITATION & STRATEGIC ENGAGEMENT

503-891-3262

annekilburg@gmail.com

Portland, OR Metro Area

PROFESSIONAL SUMMARY

Conflict resolution, facilitation, and stakeholder engagement professional with more than 15 years of experience helping organizations navigate complex, high-stakes issues involving competing interests, organizational change, and difficult conversations. Experienced in mediation, facilitation, conflict assessment, executive advising, stakeholder engagement, consensus building, and business development.

Brings a collaborative leadership style, strong client relationship experience, and a particular interest in applying conflict prevention, assessment, and organizational development approaches within sports and performance-based organizations. Former competitive dancer with extensive firsthand experience in dance teams, studios, competitions, coaching relationships, and performance environments.

EXPERIENCE

Director & Principal

2018 - 2026

Triangle Associates | Portland, OR

Served as a senior consultant and trusted advisor leading complex facilitation, stakeholder engagement, conflict resolution, and organizational strategy efforts for public, private, Tribal, and nonprofit clients throughout the Pacific Northwest and nationally.

- Led a \$5M+ portfolio of contracts across 25+ complex projects involving facilitation, mediation, public policy, and stakeholder engagement.
- Designed and facilitated collaborative processes involving executive leaders, agencies, Tribal governments, utilities, community organizations, and diverse stakeholder groups.
- Conducted stakeholder interviews, conflict assessments, and strategic analyses to identify risks, competing interests, and opportunities for resolution.
- Facilitated executive workshops, advisory committees, public meetings, and multi-party negotiations involving politically sensitive and highly contentious issues.
- Advised clients on organizational strategy, public trust, communications, stakeholder risk management, and implementation.
- Built and managed long-term client relationships across the Pacific Northwest and United States.
- Led proposals, interviews, and business development efforts that expanded the firm's facilitation and engagement practice.
- Supervised multidisciplinary teams while managing project scope, budgets, schedules, and quality.
- Mentored staff and supported professional development across the organization.
- Contributed to organizational leadership, strategic planning, and firm growth initiatives.

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EXPERIENCE CONTINUED

Senior Associate

2014 - 2018

Kearns & West | Public Policy Consulting | Oregon, California, Washington D.C.

Led facilitation, stakeholder engagement, and collaborative problem-solving efforts for complex environmental, infrastructure, water, and public policy initiatives across the Western United States.

- Designed and facilitated collaborative decision-making processes.
- Conducted stakeholder interviews and conflict assessments.
- Facilitated public meetings, workshops, advisory committees, and negotiations.
- Supported organizations through complex multi-party decision-making processes.
- Managed client relationships and multiple concurrent projects.
- Developed strategic recommendations balancing competing interests and organizational priorities.

Legal and Policy Experience

2007 - 2014

Developed a strong foundation in legal research, administrative processes, regulatory compliance, procedural fairness, and defensible decision-making while supporting attorneys and public-sector matters involving complex legal and policy issues.

SPORTS + PERFORMANCE EXPERIENCE

Sports Conflict Institute

Participated in an organizational conflict assessment following an investigation, helping assess underlying organizational and interpersonal dynamics and support development of a constructive path forward.

Competitive Dance

Competitive dancer through age 30 with extensive experience in dance and performance environments. Brings firsthand understanding of team dynamics, coach/instructor relationships, competition pressures, communication, performance culture, and the interpersonal challenges that can arise within performance-based organizations.

EDUCATION

- Master's in Conflict Resolution, Portland State University
- Bachelor's in Political Science, Hawai'i Pacific University
- Certificate, Project Management, University of Oregon
- Certificate, Mediator, Portland State University
- Facilitation Fundamentals, AJ&Smart
- Tribal Consultation, Udall Foundation
- Tribal Engagement, Cascadia Solutions