

Xanthus Consulting Fact Sheet

What we do

We help purpose-driven leaders clarify and coalesce around their vision, roles, and sustainability – leading to a unified, accountable governance team working together with less stress and conflict. Our facilitative leadership work has enabled local, national, and international organizations to achieve their goals in less time and with less friction.

How we work together

We **listen** to understand. We work **with you** to **identify** and reduce friction points to unharness your organization's **full potential**. We focus on **your vision** to discover opportunities for alignment, engagement, and growth.

- Evolving the staff-board partnership to create sustainable growth. Whether through facilitated meetings, work sessions, or retreats, we create alignment and clear communication expectations that lead to role clarity, vision alignment, and confident leadership continuity.
- Creating succinct, agile, purpose-aligned success plans that are resourced and achievable in a timeframe and framework that allows for emerging opportunity response.

Why work with us

Leading any organization can be stressful. The last thing staff and board leadership need is a situation where teams are pulling in different directions, each trying to micromanage the other.

Xanthus was founded on the belief that all community impact organizations can have dynamic, powerful, effective governance and management partnerships that propel them toward achieving their purpose.

We delight in partnering with staff and volunteers to:

- uncover confusion and misunderstandings;
- facilitate a clarification process tailored to their unique community;
- provide tools and training to create greater alignment and accountability, and;
- develop a plan for continued evolution and growth.

What Clients and Colleagues Are Saying:

"The resources that you provided were very helpful, and your ability to facilitate our team through important conversations was invaluable. I also appreciate your frequent positive feedback to the team." Jodi G.

"Pat brings knowledge and expertise from previous nonprofit chief executive and board member roles. These perspectives contribute to her ability to do better than most consultants. Pat has the ability to get participants to voice their own thought processes, and she synthesizes issues and topics in a way that is affirming and makes people feel heard." Amy W.

Xanthus Values

Integrity – we believe meeting people where they are and not where "best practices" say they should be is critical to long-term success and sustainability.

Empowerment - we believe that facilitative leadership enables organizations to achieve their goals during our work together and empowers them to continue evolving in response to their dynamic environment afterward.

Individuality - we believe one size does not fit all. Each organization has its own unique vision, voice, and vitality. Providing context for leading practices allows the organizations we work with to adapt those practices to what works best for them now and in the future.

Experience

Pat McCowan is an avid believer that one size does not fit all. She applies knowledge gained through more than 30 years of work in the not-for-profit sector, along with a Master of Nonprofit Leadership (MNPL) degree from Seattle University, Certificate in Nonprofit Board Consulting from BoardSource, and certification as a Certified Diversity Professional from the National Diversity Council, as well as completion of Third Sector Company's Interim Executives Academy and Board Chairs Academy. She is a member of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) and the International Association of Facilitators (IAF).

Pat is a frequent speaker and trainer on purpose-driven leadership, success planning, board-executive partnership, and succession planning.

Why "Xanthus" Consulting

The name Xanthus comes from Homer's Iliad. Xanthus and Balius were the horses that pulled the chariot of Achilles during the siege of Troy. Xanthus was given voice and foretold Achilles' future.

We chose Xanthus as the name of our company because we believe that an unexpected voice and outside perspective can provide invaluable insights into the future. Trust in the partnership is crucial to whether individuals and organizations decide to act on those insights.

What strengths do you want to build on, and where are the pain points you want to fix? Let's talk.

Schedule a conversation

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Last Updated: 6/30/25

Your partner in unharnessing Vision, unifying Voice, and strengthening Vitality