

SETH T. HUFFORD

Partner

**THE PEOPLE
GROUP**
LLC



Seth is founding partner of The People Group - a consultancy focused on leadership development. Seth brings to bear his varied life experiences to create individual, organizational, and systems change. By building people's capacity to strategically address issues, he facilitates the creation of better-functioning relationships, workplaces, and communities.

Working across sectors and boundaries, Seth has engaged diverse groups of people from community activists to business executives. He has facilitated teams both large and small to tackle complex challenges, address interpersonal dynamics, and produce results. He has a passion for listening to a client's needs, designing customized learning and interventions, and facilitating teams to achieve their desired goals.

Seth's approach is informed by Adaptive Leadership Theory in which he has received direct training. He incorporates the work of Rockwood's Art of Leadership and the Social Transformation Project - having experienced intensive professional development through their programs. He is committed to ensuring diversity, equity, and inclusion in his approach and work. Seth also incorporates Constructive Development Theory and applies it to adult learning. These theories and frameworks allow for a holistic approach to work starting with the inner work of the individual and moving to the change required at the systems level.

The People Group's clients have included A+ Schools, the American Institute of Architects, Carnegie Mellon University, Citizens Crime Commission of New York City, Expedient Data Centers, NeighborWorks, Pittsburgh Association for the Education of Young Children, The Presidio Institute, UPMC, and the Western Pennsylvania Conservancy. Seth's work for clients from both the business and civic sectors involves designing and facilitating team and organizational development, cohort leadership programs, and cross-sector collaborations.

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Prior to founding The People Group, Seth managed global executive education programs at Carnegie Mellon University's Business School, directed Coro's Leadership New York program, and facilitated Leadership Pittsburgh's Leadership Development Initiative. In addition, he gained valuable experience serving as chief of staff to an elected official, directing economic development at a Chamber of Commerce, and operating as a consultant with Booz Allen Hamilton.

Seth holds a Master of Public Policy and Management from the University of Pittsburgh and a Bachelor of Arts from Dickinson College. Other than his professional pursuits, Seth enjoys spending time with his wife, two sons, and good friends, talking public policy and politics, listening to music and seeing live shows, watching and playing international football, and exploring the urban fabric of cities.