

# Kristen Fegan

Intergenerational Peacebuilder And Conflict Navigator

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I help families navigate conflict through partnership, trust, and mutual respect using narrative and restorative practices. I hope to use the skills and experience I've gained from my work with families and children in combination with the expert instruction from Carter school professionals to shift my practice to soothing and repairing the American political divide. I intend to develop novel approaches and implement processes that habituate political leaders and their constituents to a culture of listening and reduced reactivity.

As a manager and coach, I prioritize follow-through, thoroughness, process improvement, transparent communication, and personal development. I'm a fluent German speaker, reliable team hype-man, and insatiable reader and learner.

## Skill Highlights

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Over ten years experience in writing and public speaking.

Meticulous and mindful mediator in high-conflict situations and narrative practitioner

Relentlessly curious researcher and fact-checker (unapologetic nerd)

## Work History

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**2018-01 - Current**

### **Relationship Coach and Conflict Navigator**

*Human At Birth, Chantilly, VA*

- Developed successful coaching and consulting business assisting parents in developing respectful, connected relationships with their kids.
- Developed, marketed and sold self-paced, multimedia Connected Homeschooling course and associated materials.
- Directly coach families developing home education plans, including practical lifestyle and relationship support, conflict analysis and resolution, and curriculum planning and evaluation.
- Write, produce, market, sell, and service families through interactive webinars, online coaching, facilitated radical listening and idea exchange, curriculum consulting, and collaborative problem solving meetings.

2014-07 - Current

## Senior Group Administrator and Content Moderator

*Visible Child, Boston, MA*

- Facebook group administrator under direct mentorship of Robin Einzig, owner and founder of Visible Child. Grew group from a few hundred members at its founding in 2014 to over 50K today (Feb 2022), with over 90% of members actively engaged.
- Using a high-warmth/high demand authoritative model, support parents in shifting from permissive or excessively authoritarian patterns established in their childhood
- Teach reflective listening, boundary and limit setting, and troubleshoot parenting roadblocks through direct dialogue with members, video Q&A, blog posts, memes - whatever sticks.
- Mediate conflict; enforce community discourse expectations.

2022-01 - 2022-05

## Peacebuilding Fellow

*GMU Carter School, Arlington, VA*

Peacebuilding fellows design and implement a project to promote peace. My project, which won the Top Project award, was designed to:

- Provide scaffolding for families experiencing intergenerational political conflict.
- Integrate dialectic behavioral therapy principles, Eastern mindfulness traditions, and accepted conflict resolution processes to support families in moving beyond positions, saving face, and ameliorating identity threats.
- Deliver this process through an app or website.

2015-03 - 2018-06

## Founder and Executive Director

*IfSpace, Melbourne, FL*

- Conceived of and built EQ-focused, developmentally-sound hybrid learning center for home-educated students, finishing with 160 enrolled families at time of closure.
- Led and nurtured a remarkably ideologically diverse community through the divisive 2016 election cycle.
- Researched, developed and implemented curriculum standards for summer and school-year enrichment programs and year-long academic programs, from play-based preschool through high school Advanced Placement.
- Evaluated appropriateness of family class selections based on academic achievement, temperament, and program commitment.
- Handled all business operations, including commercial lease and insurance, payroll, and accounting.
- Taught academic classes across the curriculum to children from second to eleventh grade; coached FIRST LEGO League, Odyssey of the Mind, and Model UN.

2008-01 - 2009-08

## Regional Director of Revenue Management

*Westmont Hospitality Group, Melbourne, FL*

- Responsible for competitive analysis, pricing strategies, and yield optimization for Hilton-family hotels on Florida's Space Coast with combined annual revenue of over \$10M.
- Developed, presented, and defended revenue forecasts directly to investors and executive management consistently within 3% of actuals.

**2005-01 - 2007-09**

## **Director of Rooms and Revenue Management**

*Hilton Melbourne Rialto Place, Melbourne, FL*

- Developed and implemented pricing strategies to maximize revenue yield based on competitive analysis and deep market volatility understanding.
- Consistently delivered revenue forecasts within 5% of actual results.

**2003-06 - 2004-11**

## **Project Analyst**

*M.C. Dean, Stuttgart, Germany*

- Identified and resolved risk issues in project proposals, mitigating potential liability claims.
- Managed intercultural, bilingual communication between German and American staff members.

## **Education**

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**2021-05 - Current**

### **Bachelor's of Science/Accelerated Master's Degree: Conflict Analysis And Resolution**

*George Mason University - Fairfax, VA*

First generation college student pursuing BS in Conflict Analysis and Resolution.

- Dean's List Summer 2021
- Dean's List Fall 2021
- Dean's List Spring 2022
- Dean's List Summer 2022
- 4.0 GPA
- Undergraduate Representative to Curriculum Committee
- 2022 Spring Peacebuilding Fellow
- Enrolled in Accelerated Master's Program, expected graduation Fall 2023.

**2020-08 - 2021-05**

*Northern Virginia Community College - Annandale, VA*

Dean's List Fall 2020; Spring 2021

## **Personal Introduction**

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I began my practice working with families and children because the family is the original source for how we view conflict and communication. In my work, I have a particular interest in intrapersonal and identity-based conflict, and a fascination

with the role of dignity and socioeconomic status in both political and ideological polarization. My personal strengths in conflict management are my optimism, persistence, and a deep well of patience for others' processes.

Outside of work and school, I love to cook unnecessarily complex things and exchange memes with my children. I also read voraciously, write sporadically, and garden enthusiastically but poorly. The pandemic has scuttled my prior primary hobby, which was asking other people if I could pet their dogs, but I'm hoping to get back into that in the very near future.