



*My engaging, experiential approach to **training, instructional design and team development** supports individual and organization-wide learning, from needs analysis to tracking and evaluation.*

LEARNING DESIGN

Work closely with subject matter experts to establish learning outcomes and develop curricula that effectively build the skills and knowledge of end users.

Nintendo of America

Worked with discrete and cross-functional teams to identify and address learning needs. Designed and implemented an internal mentorship program to assist this fast-paced company grow its own leadership. Content included goal setting, delegation, performance improvement and communication skills. Conducted train-the-trainer sessions for in-house training staff, now implementing this program for the fourth consecutive year.

Washington State Criminal Justice Training Commission

Collaborated with subject matter experts' (SMEs) to create learning experiences that helped learners acquire vital skills and knowledge. Successfully introduced and integrated a range of creative, impactful, effective training techniques to meet audience and organizational needs.

Ensured consistent knowledge and skill transfer from senior SMEs to a statewide training pool to the end learner. Utilized and taught blended learning techniques including interactive classroom instruction, independent learning tools, job aids, workbooks, distance learning/collaboration and multi-media presentations. Taught adult learning theory, innovative curriculum design and classroom management techniques to internal training staff.

Foundation 9 Entertainment

Provided coaching and instructional design services for senior leadership and SMEs of this multi-national game development company to design financial analysis training. Successfully coached subject matter experts to facilitate a complex workshop that addressed and deescalated long-standing tensions and increased the general financial acumen of global stakeholders.

FACILITATION, TRAINING AND TRAINING-OF-TRAINERS

Facilitate skill and knowledge development through experiential and collaborative approaches to learning. Blend a variety of in-person and remote tools/techniques to make training resources accessible to culturally and geographically complex teams.

Connecticut Department of Children and Families

Designed and implemented a highly successful collaboration-building workshop that addressed long-standing issues of culture, race and power differential between child welfare workers, service providers and parents. Designed and conducted a needs assessment, piloted and published the final curriculum materials. Conducted a training-of-trainers for state-wide rollout by an extremely diverse cadre of trainers, now being replicated in other states.

UNIVAR Corporation

Facilitated bi-monthly strategic thinking & planning sessions as a part of a “mini MBA” program for executives of this multi-national corporation. Created effective, versatile tools and implementation strategies to meet the needs of globally dispersed and culturally distinct learners and their teams. Content included communication, performance assessment, delegation, goal setting and giving feedback.

Casey Family Programs

Provided teams and individual employees in a five-state region with direct training and facilitation services in response to organization-wide and team-specific priorities.

- Provided customized and off-the-shelf training- both in person and remotely
- Provided individual on-the-job training and coaching
- Facilitated short- and long-term division and organization-wide processes
- Conducted continuous needs assessment with timely solutions for immersing learning needs
- Created multi-level performance measurement tools to assess training effectiveness
- Conducted adult learning theory, instructional design and facilitation trainings for SMEs

TEAM DEVELOPMENT

Developed and facilitated customized workshops to address barriers to productive working relationships. Worked with culturally and geographically complex groups to build common ground and understanding and to achieve goals that reflect the needs, interests and values of core constituents.

BECU

Designed and conducted a teambuilding workshop that addressed long-standing tensions among professional trainers within this financial institution. Subsequently invited back on an annual basis to conduct training-of-trainer sessions and coaching for the Organizational Performance and Development team on experiential instructional design methodology and facilitation skills.

Kestrel Vintners

Worked closely with general manager to identify inter-personal conflict between staff. Facilitated a retreat to directly address barriers to healthy, productive working relationships. Returned to facilitate annual management retreat to introduce and reinforce tools for efficient decision-making, goal-setting and conflict resolution.

Washington State University/ 4-H Challenge Program

Facilitated team development experiences for hundreds of groups from all sectors (public, private, not-for-profit and tribal) at all stages of group development and functionality. Designed and led highly interactive, experiential activities to highlight group strengths and appropriately stretch team members to their fullest capacity.

CHRONOLOGICAL WORK HISTORY

<i>Learning Design and Organizational Development Consultant</i>	Madison Valley Consultants, LLC 2006-present
<i>Facilitator and Trainer</i>	WSU/4-H Ropes Challenge Course 1992-2005
<i>Community Developer</i>	New Futures 2002-2003

<i>NW Regional Training Specialist, Policy Analyst</i>	Casey Family Programs 1998-2001
<i>Program Director, Curriculum Designer</i>	Youth Violence Prevention Committee 1997-1998
<i>Community Board Coordinator</i>	Seattle Public Schools 1997-1998
<i>Curriculum / Program Developer</i>	UW Social Development and Research Group 1995-1997
<i>Project/Resource Developer, Employment Specialist</i>	Metrocenter YMCA 1988-1989, 1996
<i>Project Developer/ Advisor</i>	Seattle Public Schools Intermittently, 1990-1995
<i>Legal Intern/Intake Counselor</i>	ACLU of Washington 1992-1993

EDUCATION

BA, Philosophy of Religion, Reed College, Portland, Oregon, 1992.
Phi Beta Kappa. President's Commendation for Academic Excellence.

Brown University, Providence, Rhode Island, 1987-88.

Stift Keppel Gymnasium, Hilchenbach, West Germany, 1985-1986.
Congress-Bundestag Exchange Scholar Award.

OTHER EXPERIENCES AND INTERESTS

- Travel in Central and Eastern Europe, Brazil, Mexico, Israel
- Fluent German speaker
- Bee keeper, kayaker, budding musician