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## Profile

Capable and experienced Director who develops, leads, and evaluates significant development opportunities for individual professionals, teams, and organizations. Particular skills, interests, and methods: organizational development, change management, systems focus, team development, organization alignment with strategic objectives; customized professional development planning for teams, managers, supervisors and executives; development of comprehensive professional development programs and workshops; use of a “loop back” developmental model (i.e., assess, plan, deliver, measure, reassess) to assure tangible outcome achievement and continuous improvement.

The firm’s clients now benefit from her more than 20 years expertise that includes:

- **Consulting Skills:** Experienced Consultant who proficiently leverages process skills to assist teams and organizations in achieving desired outcomes. Effective facilitator and coach of professionals at various levels of development.
- **Leadership and Organizational Skills:** Director of and contributor to numerous institutional-wide programs focusing on development of individuals, teams, and organizations; Consultant-evaluator in assessment of organizational success and outcome achievement in public, private, and governmental agencies and institutions at the local and regional level; Developer of institution- and system-wide programs in professional development.
- **Qualitative and Quantitative Skills:** Proven experience using qualitative and quantitative methods (including surveying) to assess individual and organizational strengths and areas for development, achievement of outcomes, and program success. Ability to develop, use, and report on formative assessment and summative evaluation; creates and uses web-enabled and automatic data-collection procedures

## Professional Work

**2000 to date**     **Director, Public Sector Relations and Senior Consultant.** DRI Consulting, St. Paul, Minnesota

Provide consulting services in an organizational and management development consulting firm that serves individuals, teams, and organizations. Administration and interpretation of psychological assessments, development of individual and organization professional development plans; delivery of standardized workshops; direction of individual, team, and organizational leadership, management, and executive development; customization of workshops for team and organizational use. Director of SurveyWorks<sup>SM</sup>, DRI Consulting’s surveying department.

**1992 – 2000**     **Independent Consultant**

Provision of consultation, evaluation, and assessment services to public and private institutions and organizations, including institutions of higher education. Activities: Development, delivery, and assessment of: individual and team development programs, training method, training content, IT; Development of institution-wide continuous quality improvement plans for process and outcomes evaluation. Training of staff to develop and use appropriate evaluation measures, assess outcomes, and develop programs for change based on tangible and measurable results.

**1984 – 2001**     **College and University Faculty Member, Departments of Psychology.** Augsburg College (Minneapolis MN, 1992 -1999, Tenured); St. John’s University of Minnesota

(1986 -1992, Tenured); University of Minnesota (1984 - 1986; sabbatical replacement); Adjunct: University of Denver, University of St Thomas (St. Paul, MN) Graduate Program.

Research and practice areas: Assessment and outcome research, qualitative and quantitative research design and execution, statistics, experimental psychology. Development of college-wide plans to assess the effectiveness of educational programs in achieving organization-wide learning outcomes. Member, Institutional Review Boards (assesses all human subjects research proposals for validity and ethics). Member and Chair, Professional Development Committees.

**1994 – 1998**     **Director, Professional Development Program.** Augsburg College, Minneapolis, Minnesota

Significantly expanded an existing, specialized program to include the organization's entire range of employees and staff, obtained external funding, created custom-designed professional development workshops to facilitate participants' acquisition of team and leadership skills and technical abilities; directed development of individual and organizational action plans; used continuous quality improvement process to evaluate and inform development work; focused institution's energy on tangible outcomes of student learning.

### **Recent Relevant Projects** (See Factor 1, above, for details)

**2003 – 2009**     **USACE South Pacific Division Leadership Development Program**  
Proposal developer, project lead and facilitator for two regional LDP contracts: FY'03 through '05 and FY'06 through '09. All option years were exercised.

**2008 – present**     **USACE Sacramento District Leadership Development Program: Tiers I, II, and III**  
Consulting to strengthen and expand Tier LDP programs; Co-designer with SPK staff of Refresher Workshop for SPK Tier III graduates 2000-2008 (June, 2009)

**2005 – 2009**     **USACE Walla Walla District Leadership Development Program: Tiers II and III**  
Project lead and facilitator for two LDP tracks within the district. 2005-2006: Tier III LDP for Senior District Leaders (no Division Tier III program exists); 2007, 2008, 2009: Tier II LDP for emerging leaders.

**2007 – 2009**     **USACE St. Louis District Leadership Development Program**  
Project lead and facilitator to develop a new Tier II LDP at St. Louis District. Base year and all option years have been exercised by the government.

### **Education**

Post Doctoral     St. Thomas University, St Paul, Minnesota

Ph.D.     Experimental Psychology, Miami University, Oxford, Ohio, 1984; M.A., 1978.

B.A.     University of Michigan, 1975.

**Licensed psychologist.**