



STEVEN SAUNDERS

TRAINING & LEADERSHIP DEVELOPMENT PROFESSIONAL

CONTACT

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 Boulder, CO

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CAPABILITIES

- Training design & delivery
- Consultative skills
- Coaching
- Leadership development
- Group facilitation
- Change management
- Employee on-boarding
- Project management & execution
- Employee engagement
- Strategic thinking
- Outcomes measurement
- Needs assessment
- Planning & organizing
- Creativity and innovative thinking
- Trust building & influencing

EDUCATION

B.S., Organizational Leadership
University of Akron

PROFILE

Accomplished human resources leader with a history of driving business results with leadership and organizational development solutions. Skilled professional who consults with leaders to understand their needs, designs and implements strategically-relevant programs/processes, and assesses outcomes. Relationship builder who excels at group facilitation, team building, training delivery, leadership coaching, and implementing organization-wide change. Inspirational leader who is known for developing talent, creating positive culture, and

PROFESSIONAL EXPERIENCE

Organizational Development Director

City of Boulder / Boulder, CO / 2017 – Present

Currently lead training, leadership development, employee engagement, and learning technology for the entire organization. Partner with business leaders to understand their objectives and implement targeted OD and training solutions to advance the organization. Provide communication and leadership coaching to senior leaders using DiSC, work with teams to improve their effectiveness, supply insightful analyses, and build training capability across the organization.

- Designed and implemented Super U!, a comprehensive leadership development curriculum that elevated capability for the organization.
- Optimized timing, content, and flow of the employee onboarding program, which quickly acclimated 500+ new employees into the organization's culture
- Selected as a super user and administrative oversight committee member to optimize the organization's LMS functionality and application.
- Drove higher levels of employee engagement by surveying the organization, building action plans with employees, and delivering on commitments.
- Extended the reach of training initiatives by building instructional design and training delivery capability across the OD team and broader organization.
- Increased participation in training and development opportunities 10% by implementing an effective marketing and communication plan that raised awareness of development programs and their benefits.

CERTIFICATIONS & CONTINUING EDUCATION

Maxwell Leadership Method Certification

John Maxwell (August 2018)

Leadership Development Program Graduate

Clark County Management Academy

Certified High-Performance Trainer & Consultant

Center for Organizational Design

PROFESSIONAL & COMMUNITY INVOLVEMENT

Chairman

Council on Mental Health Issues

Committee Member

Knoxville Hospice Care

PROFESSIONAL EXPERIENCE (CONT.)

Founder & Principal Consultant

LeaderRite / Nashville, TN / 2013 - 2017

Led a leadership development and performance improvement company that worked directly with clients to build team capability, inspire employees, and build high-performing teams. Consulted with leaders to understand needs and implement strategically-relevant and customized solutions.

- Conducted 1,000+ training events, speeches, workshops, and seminars, which provided new skills and insights to thousands of professionals.
- Developed public speaking, presentation, leadership, and personal effectiveness skills through one-on-one coaching.
- Averaged a 4.75 (out of 5) participant rating over 4 years.

Training & Change Management Consultant

ISO Pro / Nashville, TN / 2011 - 2013

Responsible for hands-on consulting, training, and change management efforts that built ISO capabilities and cultures within the Healthcare industry. Worked directly with clients to understand their needs, develop new processes and policies, train employees to work differently, and install strategies to make change permanent.

- Developed ISO cultures and practices in 20+ hospitals nationwide.
- Assisted hospitals, through disciplined change management, successfully implement ISO 9001.

Development Director

AmVets / Nashville, TN / 2010 - 2011

Salvation Army / Indianapolis, IN / 2008 - 2010

Led employee development, culture building, and performance improvement initiatives for several multi-state organizations.

- Increased patient satisfaction ratings 5% by making targeted improvements to the employee experience and organizational culture.
- Implemented a novel patient experience training for 60+ employees.
- Drove efficiencies by restructuring the organization and redefining/enriching roles