

Geoteaming – Jo Ann Fjellman

MY APPROACH

Learning and developing for individuals and organizations should be inherently satisfying, and can often be FUN. Even situations that start out difficult may have profound shifts that generate spontaneous and creative solutions. My approach in design and delivery is highly customized, experiential, and supported by solid assessment data and intuitive impressions. A well designed challenge/activity/dialogue is only as good as the inquiry for deeper insight and shared understanding allows. The end goal in any training is transferring new knowledge and lessons learned back to our personal and work environments.

My intention is to facilitate for these elements, creating focus and clarity around real world issues.



AREAS OF EXPERTISE/RESULTS

- Building alignment and focus within a team or department
- Enhancing listening skills needed for productive communication
- Developing leadership qualities throughout an organization
- Designing highly engaging experiential trainings, retreats, and workshops
- Igniting creativity and innovation for new solutions

EXPERIENCE / SELECTED PROJECTS

Organization-wide change processes

- Partnered with internal organizational development personnel to design and deliver seven full-day trainings over 18 months to 200+ employees. Program objective was to increase a collaborative cultural shift in operations for the financial department of a Fortune 500 company.
- Successfully integrated and implemented five global business units' objectives to provide diverse content to 250+ international employees while addressing multiple agendas in a one-day workshop.
- Partnered for two years with an international consulting firm on their senior associate summits, expanding value and engagement through core content and experiential component during the week-long trainings offered in Europe and the US.

Not-for-profit and education sector innovation

- Designed a pro-active, collaboration-building program for school district committee members, outside contractors, and project managers working on a large building project with the objective of establishing clear alignment prior to the start of the project.
- Launched two new and diverse programs for higher education institutions to support Youth Leadership and At Risk Youth to 200+ participants. Both programs were designed for annual repeat implementation

Small Group Culture Shift

- Designed executive board and senior leadership retreat programs to address the human factor in organizational performance. Results: Aligned leadership focus, increased ability to address gaps and habitual default styles, gained experience in accomplishing goals under stress.

CREDENTIALS

- University of Oregon, BS, College of Arts & Sciences, 1985
- Pacific Integral, Integral Transformation Systems Change Two Years Certificate, 2006
- Ulster University, Youth & Community Work Diploma, Belfast, N. Ireland 1979
- Washington State University, Certified Challenge Course Facilitator, 2003
- KORE: Women's Integral Leadership Certificate, 2007
- UW Extension, Training Specialist Certificate, 1997

SELECTED CLIENTS

- University of Washington Executive MBA
- Moss Adams
- Microsoft
- ITG Consulting
- Bethany College, HS Honor Program
- Skagit Valley College, Gear-up Program
- Weyerhaeuser
- Booz Allen Hamilton

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