DENISE VANECK

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PROFESSIONAL EXPERIENCE:

2012 TO PRESENT: THOUGHT DESIGN LEARNING STUDIO. OWNER. Thought Design designs and delivers unique learning experiences for individuals and corporate groups of various sizes, incorporating neuroscience and adult development theory in content, instructional design and learning space. Role includes business development, content strategy and design, delivering keynotes, providing Brain-based coaching for executives and leaders. Client list of over 400 companies includes Amway, Steelcase, Dell Computer, PwC, Michigan State University, State of MI HHS, Bissell.

2010 TO 2012 - PROMARK FINANCIAL. CHIEF LEARNING OFFICER. Responsible for the Learning and Development strategy, instructional design and delivery for all employees and agents. Developed interactive workshop used for marketing and trained over 100 individuals to deliver the workshop. Other responsibilities included development of live and virtual trainings, Organizational Development work, hiring and onboarding, employee evaluations, board development.

1. 2011 – DEEP SHIFT COACHING AND CONSULTING (formerly ILS Coaching and Consulting). Founding partner in coaching and consulting firm working with churches, non-profits and businesses. Organizational Development Consulting (assessment and process planning, leadership coaching, design and facilitation of full day training events, team building training and coaching), Facilitation (Retreats for staff, leadership teams, work groups, Meetings and strategic planning sessions, Large group training days), Speaking (Presentations to groups up to 6000, Workshops, seminars and retreats. Subjects include culture change, variety of leadership topics, communication, conflict management, community development) Training (Instructional design of training programs. Subjects include (80 hr. program) “Training Leadership Coaches”, volunteer leadership development, culture change. Venues include presentations via online webinar technology) Events (Worked with partnership team to plan and execute 11-city US tour, presenting culture change teaching to 4000 people)

2000 to present – FREELANCE SPEAKER AND FACILITATOR – Engagements have included facilitating sections of Leadership Grand Rapids retreats, Kent County employee training days, IRS Regional Manager training, women’s organizations, college/university adjunct teaching.

Organizational Development Consulting (assessment and process planning, leadership coaching, design and facilitation of full day training events, team building training and coaching) Facilitation (Retreats for staff, leadership teams, work groups, Meetings and strategic planning sessions, Large group training days)

Speaking (Presentations to groups up to 10,000, Workshops, seminars and retreats) Subjects include failure, culture change, variety of leadership topics, communication, conflict management, community development) Training (Instructional design of training programs. Subjects include (80 hr. program) “Training Leadership Coaches”, volunteer leadership development, culture change. Venues include presentations via online webinar technology) Events (Worked with partnership team to plan and execute 11-city US tour, presenting culture change teaching to 4000 people)

MISCELLANEOUS ACCOMPLISHMENTS AND MEMBERSHIPS:

Author, Leadership 101. Zondervan 2005. (Leadership training curriculum, > 25K copies sold)

Published in Leadership Journal, Immerse, Youthworker Journal

PCC Coach training - NeuroLeadership Group.

Instructional Design Certificate - UC Irvine

Certification – Leadership Agility 360 2018

Art of Developmental Coaching Certificate - 2017

TILT Leadership360, certified coach and practitioner

Integrity Selling, Inc., certified facilitator and coach

Certified by Loyola University: Enneagram Train-the-trainer

Trained facilitator LifePlanning (Tom Paterson process)

Proficient in administration and application of Enneagram, DISC, MBTI, Leadership Agility 360 and Birkman temperament typing systems

Member, ASTD (American Society for Training and Development) 1999 – present. Leadership Grand Rapids, class of 2002.

Board membership: Habitat for Humanity, Kent District Library Trustee, City of Grand Rapids Leadership Advisory Board (Office of Children, Youth and Families), Pregnancy Resource Center, Lighthouse Village Ministries Member of Journey Group, Western Theological Seminary, 2005 to 2010