

**Jennifer Davis-Allison**  
*Partners, Training and Consulting*  
P.O. Box 303  
North Kingstown, RI 02852  
401-5698016 E-mail: jda22@verizon.net

## RESUME

### EMPLOYMENT HISTORY

**Imaj Associates, Inc -- Richmond, RI**

**2000 - Present**

*Senior facilitator and strategist*

- Design, development and delivery of workshops relating to branding, communications, leadership, performance management, professional development and workforce effectiveness
- Guide, support, and facilitate collaborative community change and organization change initiatives focused on education, economic development and community engagement.
- Lead special engagement services within the areas of educator competencies, continuous improvement and equity.

**Partners, Training and Consulting -- N. Kingstown, RI**

**1995-Present**

*Principal*

- Design, development and delivery of leadership, performance management, and workforce effectiveness learning solutions aimed at enhancing the managerial, team and leadership performance of participants
- Extensive facilitation experience using dialogue processes and tools that foster participatory discussions and bring structure and process to complex and/or sensitive interactions and meetings -- resulting in effective data gathering, consensus building and sustainable decision-making
- Guide, support, and facilitate collaborative community change and organization change initiatives focused on education, economic development and community engagement.
- Facilitate learning and influence others through effectively synthesizing ideas, concepts, and needs turning them into desired results
- Application of systemic processes in designing high quality conversations that serve to shift individuals, teams and organizations from current state to desired state

**Development Dimensions International (DDI) – Pittsburgh, PA**

**1997-Present**

*Contract Consultant*

- Deliver consulting support and learning solutions across a diverse range of industries and global organizations as part of this world-class learning organizations FlexSolutions delivery team.

- Demonstrated mastery of a wide array of learning products, services and solutions, utilizing an effective and engaging delivery approach. Successful performance and delivery results contribute to and support DDI's vision for positive change -- in people, workplaces and communities around the world.

**Making Connections Providence (MCP) – Providence, RI**

**2006-2011**

*Site Manager 2008-2011*

- Provide leadership in the execution of collaborative community development strategies
- Operational oversight of a \$1.8 mil foundation grant to support local initiatives
- Team leadership of a staff of consultants with expertise in workforce development strategies, early childhood education/development, data management, evaluation and resident leadership

*LLP Coordinator 2006-2008*

**Brown University -- Providence, RI**

**1993-1995**

*Associate Director of Alumni Relations*

**Citizens Financial Group -- Providence, RI**

**1990-1993**

*Director of Training and Organizational Development*

- Managed the design, development and delivery of leadership and workforce development programming
- Administered external professional development including tuition reimbursement, certifications, continuing education and advanced degree programs
- Partnered with SVP of Human Resources to support employee relations efforts
- Coached managers across business lines
- Managed the
- Designed and implemented piloting of corporate-wide goal setting process that aligned individual and departmental performance with the company's mission and goals creating the foundation for a pay for performance compensation system
- Designed and implemented Fair Lending Practices workshop for commercial lending, consumer banking and the banking services areas. Pilot program went on to become the core CRA compliance training for the company

**State Street Bank -- N. Quincy, MA**

**1984-1989**

*Senior Training Officer (AVP)*

**Digital Equipment Corporation**

**1978-1983**

*Management Development Training Specialist (Bedford, MA)*

*Branch Personnel Manager (NY, NY)*

**EDUCATION**

Brown University, Providence, RI, BA Economics

## AWARDS

- Awarded the **Chairman's Award** by an international financial institution for my part in the design and implementation of **PMP** -- the company's performance management system.
- Designed and delivered a mentoring workshop as part of a multi-pronged initiative to improve the quality of work life for minority professionals. Contributions made, as part of the task force reporting to the CEO, resulted in selection for the **Black Achievers Award**
- Awarded the **Personnel Excellence Award** for successful development and implementation of the first federally funded field service training program at zero cost to the company and with a 95% placement rate for participants
- Awarded the **Instructor Excellence Award**, by this top Fortune 500 computer manufacturer, for consistently maintaining an average quality assurance percentage of 98% for courses trained and an average participant comprehension rate of 4.7 out of 5.0

## PROFESSIONAL AND COMMUNITY ACTIVITIES

Founding Board Member, *College Unbound*

Member, *Brown Club of RI*

Founding Member, *National Coalition of 100 Black Women*, RI Chapter

Committee Chair, Diversity and Education Committees, *Community Preparatory School*,

Board President, Executive and Long Range Planning Committees, *Women's Center of RI*

Member, *Diversity Working Group of RI*

Board member, *Mount Hope Neighborhood Land Trust*

Board member, *Brown Club of RI*

Member, *American Society for Training and Development* (ASTD)

## CONSULTING COMPETENCIES

An experienced, client-focused professional dedicated to addressing the unique needs of organizations, possessing significant experience in competency-based training, organization development consulting, group facilitation, and talent and performance management. Experience demonstrates the ability to influence individual performance and organizational direction, along with a strong track record in the successful design and delivery of high quality management and organization development programs that are aligned with and drive key business initiatives. Value is evidenced in a solid portfolio of experience that illustrates the successful application of quality organizational principles and practices in support of business growth and community development.

## PROFESSIONAL CERTIFICATIONS

Certified to train a variety of leadership and management development programs offered by such premier training companies as -- Development Dimensions International (DDI), MOHR Development-- Blessing/White, Inc., ODI, and FORUM

## **SAMPLE TALENT DEVELOPMENT OFFERINGS**

*Building and Sustaining Trust*

*Coaching for Peak Performance*

*Communicating for Leadership Success*

*Delegating with Purpose*

*Driving Change*

*Fostering Innovation*

*Maximizing Team Performance*

*Resolving workplace Conflict*

*Setting Goals and Reviewing Results*

*Strategies for Influencing Others*

*Strengthening Your Partnerships*