



DARLENE CHAMBERS, PH.D., SPHR

Strategic Leadership and Organizational Development

Offering more than 20 years of solid experience in human resource management and organizational development as an internal director and an external consultant, encompassing staff recruitment, onboarding/orientation, customer service, and supervision; mid and senior level succession planning; talent and performance management; executive leadership coaching; self-directed work team implementation; training-curriculum development/facilitation; and, development and facilitation of leadership certifications in business, education, the health industry and government agencies. Contributing to the bottom-line through assessment and monitored ROI.

ACCOMPLISHMENTS

- ◆ Currently developing web-based board training as a signature membership benefit for the newly formed Buckeye Charter School Boards, Inc.
- ◆ Developed curriculum, served as a facilitator/rater, and follow-up coach for an international chemical corporation's succession plan initiative coordinating with corporate headquarters in Germany. Since 2002, served as an executive coach, trainer, and onboarding facilitator for the multi-divisional and diverse workforce.
- ◆ Served as the self-directed work team coach and facilitator for Marathon Oil's IT division for five years. Provided CEO and mid-management leadership training.
- ◆ Helped coordinate the design project team for the Ohio Department of Administrative Services Human Resources' (HR) University and was a member of the Ohio Certified Public Managers' (OCPM) Certification design team.
- ◆ As part of an HR Team worked with Bowling Green State Univ. directors and mid-management staff to design, develop and implement internal training.
- ◆ Supervised the BGSU Small Business Development Center (SBDC) and grant in partnership with Toledo Chamber of Commerce.
- ◆ Served as a contract trainer and leadership facilitator for Johnson and Johnson Wellness division (at Marathon Oil and for corporate retreats).
- ◆ Assisted with the design and facilitation of a Northwest Ohio hospital consortium's leadership certification.

QUALIFICATIONS

- ◆ LEADERSHIP and HR CURRICULUM DESIGNER and FACILITATOR to develop and deliver program strategies, needs assessment, performance standards, curriculum, and process coaching for business, industrial/manufacturing, non-profit, health, and educational agencies.
- ◆ EXTENSIVE OD and HRD EXPERIENCE with a proven record of successful implementation and Senior Professional in Human Resources (SPHR) certified.



- ◆ TALENT MANAGEMENT LEAD to prepare successor candidates such as: formal training, job rotation, and one-on-one coaching.
- ◆ MANAGER and PROJECT COORDINATOR for promotion, contract negotiation, and scope monitoring for both in-house and contracted training/coaching staff.
- ◆ CERTIFIED FACILITATOR for DiSC and TKI Conflict Mode Instrument, and 360 e-assessments with follow-up coaching.

RECENT PROFESSIONAL EXPERIENCE

2003 to Present – Full Circle Consulting – **President and Owner** of a fitness/wellness and Human Resource Development consulting firm.

07/02 to February 2010 – VistaGroup LLC – **Vice President and Senior Consultant for Leadership and Organizational Development**

10/02 to 3/03 – State of Ohio Human Resources' Division – **Interim Administrator for Training and Development and Project Team Member** for the HR University and Ohio Certified Public Managers' (OCPM) Certification

1/95 – 7/02 – Bowling Green State University Human Resources' and Continuing Education Divisions – **BGSU Training Center Director and Director of Options/Community Training and Education**

EDUCATION

Bowling Green State University (and doctoral work at Oregon State University) – **Ph.D.**, Higher Education Administration; Cognates: Career and Technology Education and Organizational Development

San Francisco State University – **Masters**, Recreation Administration; Minor: Community College Teaching and Administration

Ball State University – **Bachelors**, Physical Education and Health; Minor: Sociology



PROFESSIONAL ASSOCIATIONS AND CERTIFICATIONS

American Society for Training and Development (ASTD)

Society for Human Resource Managers (SHRM)

SPHR – Senior Professional in Human Resources (Currently preparing for GPHR Exam)

Inscape DiSC Certified and Distributor

Thomas-Kilmann Conflict Mode Instrument (TKI) Certified and Conflict Facilitator

Ohio School Improvement Process Facilitator

District Value Add Specialist – State of Ohio Department of Education/Battelle

NxLevel Entrepreneurial Training Facilitator – Small Business Development

RESEARCH AND PUBLICATION

Dissertation: "***The Effects of a Training Model on Participants' Perceptions of Barriers to the Transfer of Training.***" Bowling Green State University, Bowling Green, Ohio, 1999.

Publication: Gueldenzoph, L.E., Guidera, S., Whipple Chambers, D., Mertler, C. and Dutton, L. (1999-2000). "***Faculty use of instructional technology in the university classroom.***" Journal of Educational Technology Systems, Vol. 28, Num 2, pp. 121-135.