

Diane Morrison

CELL: (248) 505-6198 . EMAIL: diane@2waycom.net

OVERVIEW

Diane Morrison owns 2-Way Communications, LLC, a company that specializes in delivering leadership training to all levels of leaders. Diane has been teaching leaders for over 20 years and has 10 years of experience in a formal leadership role within two organizations. She has worked with a variety of companies and industries. Diane teaches leaders to recognize their impact on the results of others and to maximize results through building leadership competencies in relationship and influence skills.

EDUCATION

- B.A., Business Administration, Marketing (1986, University of Arizona, Tucson, AZ)
- M.S.M., Masters in the Science of Management (1999, Walsh College, Troy, MI)
(3.80 GPA, Dean's List, Honor Society)

WORK HISTORY

- 1999 – 2015, 2-Way Communications, LLC
 - Owner
 - Leadership Training and Develop
- 1995 – 1999, General Physics Corporation
 - Instructor Resource Manager
 - Leadership Development Manager for General Motors University
 - Product Development Manager
 - Project Manager
- 1985 – 1995, Kmart Corporation
 - Soft Line Manager (8 years)
 - Training and Development (1 year)
 - Planner, Working with the Buying Office (1 year)

CERTIFICATIONS AND INSTRUMENTATIONS

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| ▪ Myers-Briggs, Step II, Form Q | ▪ Interpersonal Influence Inventory |
| ▪ Myers-Briggs Type Indicator Qualification Program | ▪ Thomas Kilmann, Conflict Assessment Instrument |
| ▪ MBTI, Step II certification | ▪ LSI, Life Styles Inventory |
| ▪ Everything DiSC© | ▪ Personnel Decisions, Profile Certification |
| ▪ Patrick Lencioni, Five Behaviors | ▪ EQ-i ^{2.0} , Emotional Intelligence Bar-On Assessment |
| ▪ Team. Profile for Creativity | ▪ Work of Leaders, Wiley Publishing |

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TRAINING AND CONSULTING EXPERIENCE

Instructional Design Background

As people talk, I design classes in my head. I have a proven record of taking a topic from concept to delivery. I also mentor new designers in the craft of instructional design. For me, designing a course, whether it is classroom, virtual-instructor led, or app-based is what I love to do. The best part is figuring out how to make the course a fantastic experience for the learner.

- Have designed over 300 courses since 2000.
- Provide ISD consulting services to New York Power Authority.
- Topics of design during 2015,
 - Finance Communication
 - New Employee Orientation
 - Performance Management
 - Development Planning
 - Coaching
 - Sexual Harassment
 - Generations in the Workforce
 - Leading the Work of Others
- Taught instructional design at the college level (2 years, Oakland University)

Leadership Background

While instructional design is a creative passion, leadership training is my content expertise. Leaders impact the world in such a big way. My goal is to make the world a better place to work through educating and working with leaders to increase their leadership effectiveness. I have taught over 17,000 leaders in a classroom environment to over 100 companies. These leaders have taught me much about their challenges and how to overcome them. I integrate their stories and wisdom into every course I teach and design.

- Provide leadership courses for 20 companies in the metro Detroit area.
- Facilitate a four-day leadership class for ConAgra Foods, Lamb Weston division.
- Facilitate a leadership series for Boise Paper/PCA.
- Facilitate a Leadership You! series for Walsh College.
- Designed and facilitate a four-day leadership course for Ford Motor Company.
- Designed and facilitate a series of leadership courses for Jackson Community College.
- Designed and facilitated a four-hour diversity and two-hour sexual harassment course for a large home builder.
- Facilitate leadership courses ranging from full day to five days for various automotive and non-automotive organizations.
- Facilitate coaching courses ranging from a half day to two days for various automotive and non-automotive organizations.
- Facilitate leadership series for Genesys Health System
- Developed and facilitate a two-day *Leadership Transition* course for DaimlerChrysler Services.
- Designed and developed a half-day interviewing course for St. John Health.

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- Customized a half-day Interviewing course for The Taubman Company.
- Facilitate a full-day Recruiting class for Ford Motor Company.
- Facilitate a half-day Mentoring course for Delphi Automotive. (Exclusive trainer)
- Facilitate half-day leadership modules for La-Z-Boy. (Exclusive trainer)
- Developed and facilitated a seven-series leadership course for the community of Clarkston, MI.
- Designed and implemented a 360-degree feedback instrument with Textron Automotive.

Senior-Level Leadership

- 2014-2015: Facilitate executive team building meetings with State of Michigan leaders
- 2013-2014: Designed a three-day leadership series based on the book, *Work of Leaders*.
- 2012-2013: Designed a one-day leadership course based on the book, *Trusted Advisor Fieldbook*.
- 2009 - 2010: Designed an Emotional Intelligence class and piloted the class with Rolls Royce.
- 2008 – 2013: Work with ConAgra Foods, Lamb Weston, to facilitate *Foundations of Leadership*.
- 2001 – 2013: Facilitate leadership skills to senior leaders for the following companies: La-Z-Boy, FANUC Robotics, Plexus Systems, Ford Motor Company, General Motors Corporation, Chrysler, and the State of Michigan.
- 2009 – 2013: Facilitate performance management program for executive teams across Rolls-Royce organization. The intent of this program is to teach leaders how to manage their direct reports' performance throughout the year.
- 2005 – 2009: Designed, developed, and facilitated eight leadership courses for senior-level State of Michigan leaders. Topics included Change, Team Building, Leading with Vision and Values, and Communication. This design project and facilitation required high-level design to reach the types of issues that senior-level leaders face in leading their departments/agencies.
- 2007 – 2009: Worked with Credit Union ONE CEO and executive team to build a 360-degree feedback system; this system was delivered to every leader in the organization. After the 360-degree instrument was built, training was identified and facilitated to fill skill and knowledge gaps. Leadership training was delivered to the CEO and executive team and all leaders of the organization.

Coaching Experience

- Contracted to design and develop a one-day coaching class for the State of Michigan.
- Provide one-on-one coaching for executives and managers from various organizations.
- Provided 360-degree assessment feedback and coaching for Textron front line supervisors.
- Developed and facilitate a one-day *Coaching for Quality Relationships* course for Ford Motor Company managers and executives.
- Provide coaching for DaimlerChrysler leadership members on relationship skills.

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INTERNATIONAL TRAINING EXPERIENCE

- Designed and facilitated Work of Leadership three-day program for all levels of leadership. (2014)
 - Designed and facilitated Trust-Based Leadership (2013/2014)
 - Designed and facilitated two WebEx online instructor-led training session: coaching and performance management (2013)
 - Designed and facilitated a Customer First course for Rolls-Royce in Singapore and Brazil. (2012)
 - Designed and piloted *Performance Management Essentials* for Rolls-Royce in the United Kingdom (2011)
 - Designed and facilitated *Customer First*, Leadership Module and Customer Facing Module for Rolls-Royce in the United States, Brazil, and Singapore. (2011)
 - Facilitated three consecutive four-day leadership courses and three-day train-the-trainer courses for Ford in Nanjing, China, and Bangkok, Thailand (2008).
 - Facilitated a three-day leadership course for Ford Motor Company in Shanghai, China, and Bangkok, Thailand (2006).
 - Facilitated a one-day *Unlocking Innovative Thinking* course for automotive supplier in Beijing, China (2004).
 - Facilitated a three-day leadership course for Ford Motor Company in Mexico City, Mexico (2004).
 - Facilitated a three-day leadership course for General Motors Corporation in Shanghai, China (2002).
 - Facilitated *Coaching for Quality Relationships* and *Salaried Supervisors Institute* for Ford of Canada (continuous).
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