

# Diane Morrison

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## OVERVIEW

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Diane Morrison owns 2-Way Communications, LLC, a company that specializes in helping organizations with leadership development. 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.

## COACHING AND LEADERSHIP FACILITATION EXPERIENCE

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### Coaching Experience (2009 to 2019)

- Graduated from Georgetown University with a certificate in leadership and executive coaching.
- Contracted as a leadership and executive coach for Boise Cascade.
- Coached senior leaders for government, manufacturing, and wood products industries.
- Contracted as a leadership coach for the State of Michigan.
- Provided emotional intelligence coaching for leaders who complete the EQ-i offered by Multi-Health Systems.
- Contracted to design and develop a one-day coaching class for the State of Michigan.
- Provided 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 facilitated a one-day *Coaching for Quality Relationships* course for Ford Motor Company managers and executives.
- Provided coaching for DaimlerChrysler leadership members on relationship skills.

### Leadership Background (1999 – 2019)

While instructional design is a creative passion, leadership training is my content expertise. Leaders impact the world in such a meaningful 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.

- Administered 363 leadership feedback processes for the State of Michigan and other coaching clients.
- Provided leadership courses for 20 companies in the metro Detroit area.
- Designed and facilitated a four-day leadership class for ConAgra Foods/Lamb Weston division, Ford Motor Company.
- Facilitated a leadership series for Boise Paper/PCA.
- Facilitated a Leadership You! series for Walsh College.
- Designed and facilitated 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.
- Facilitated leadership courses ranging from full day to five days for various automotive and non-automotive organizations.
- Designed and implemented a 360-degree feedback instrument with Textron Automotive.

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## INTERNATIONAL TRAINING EXPERIENCE

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- Facilitated a train-the-trainer leadership course for Chinese leaders in a food manufacturing facility. (2019)
- 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 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)

## CERTIFICATIONS AND INSTRUMENTATIONS

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- Myers-Briggs, Step II, Form Q
- Myers-Briggs Type Indicator Qualification Program
- MBTI, Step II certification
- Workplace Everything DiSC®, Wiley
- Patrick Lencioni, Five Behaviors
- Team Profile for Creativity
- Leadership 363, Wiley
- Interpersonal Influence Inventory
- Thomas Kilmann, Conflict Assessment Instrument
- LSI, Life Styles Inventory
- Personnel Decisions, Profile Certification
- EQ-i<sup>2.0</sup>, Emotional Intelligence Bar-On Assessment
- Work of Leaders, Wiley Publishing

## EDUCATION

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- Certificate in Leadership and Executive Coaching, Georgetown University (2019, DC)
- M.S.M., Masters in the Science of Management (1999, Walsh College, Troy, MI)
- B.A., Business Administration, Marketing (1986, University of Arizona, Tucson, AZ)

## WORK HISTORY

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- 1999 – 2019, 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)