Learning & Organizational Development

WHAT BRINGS TEAMS HERE

Training that did not change anything. Managers promoted for strong performance who were never taught to lead. Communication that breaks down in the same place every time. A team that works hard individually and struggles together. A change that asks people to work differently than they know how.

WHAT THE WORK LOOKS LIKE

I begin by assessing what the team or organization actually needs, which is often different from what was requested. From there I design and facilitate learning built around real situations rather than generic scenarios. The work covers manager and supervisor development, communication, team effectiveness and people management. The goal is not a good session. The goal is learning people can use when they are back in the work.

What you could gain

Managers who handle difficulty with more skill and less escalation. Shared language for conversations a team has been avoiding. Learning that holds up once the session ends.

Experience Behind the Work

I designed and facilitated manager development at Temple University, introducing an early iteration of the OCAA Thinking System through practical tools for supervisors. For Hopeworks, a nonprofit serving opportunity youth, I coached individuals and a staff group, building a coaching framework tailored to the organization. At Drexel University, I led a workforce development initiative spanning five service functions.

FROM A CLIENT

“She didn’t just hear what was said, but also what was left unsaid, enabling her to address unspoken needs and concerns within our team.”

Onome Emore · Chief Operating Officer, Hopeworks

Good people decisions begin with understanding, not assumptions.

Mari Melendez-Davis | Human Strategist and Professional Certified Coach
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