

MICHELE NEALE

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TALENT DEVELOPMENT LEADER

A passionate, learner-focused leader with over twenty years of demonstrated expertise in sales force, employee, and leadership development. Highly skilled in dealing with ambiguity, customer focus, developing others, learning on the fly, motivating others, organization and planning, presentation skills, problem solving and written communication. My personal mission includes sharing my talents to positively impact others.

Areas of expertise include:

Building Relationships
Event Execution
HR Management

Leadership Development
Organizational Development
Program Management

Public Speaking & Facilitation
Strategic Planning
Training & Development

KEY ACCOMPLISHMENTS

- Designed and managed over 20 conferences for up to 5,000 attendees. Facilitated C-level management sessions to determine conference strategy. Developed cohesive plans to address business issues through key messages, training themes, breakout sessions, and keynote speakers.
- Initiated robust online training credited with 75% of sales achieved by new sales representatives.
- Pioneered and led company online training programs for national sales force up to 30,000 end users. Maximized training media including numerous interactive PDFs, webinars, Captivate modules (web-based training), videos, audio recordings, webcasts, and live streaming events with minimal impact to budget.
- Led launch and implementation of company-wide technology platform resulting in a new back office for over 15,000 end users. Presented unveiling to audience of more than 2,000.
- Developed dozens of best practice business guides and toolkits resulting in quick adoption and minimal learning curve.
- Facilitated hundreds of business presentations, workshops using custom and off the shelf programs (e.g. DiSC, MBTI, StrengthsFinder, goal setting, team building). Class size ranged from 4-200. Conference presentations for up to 4,000 attendees.

PROFESSIONAL EXPERIENCE

TASTEFULLY SIMPLE - Alexandria, MN

2007 – Present

Senior Lead Training and Development

- Provided strategy, leadership, and subject matter expertise for Training and Development Team of 5-9.
- Developed, delivered, and assessed training programs, including online and printed materials for sales force.
- Designed, developed, and delivered leadership retreat from conception to implementation. Responsible for organization, planning, content, logistics, communication, and evaluation. Facilitated program for 10-150 attendees-ten years consistently rated "exceptional."
- Established onboarding, leadership development, sales program support, and online e-learning training. including innovative onboarding program.
- Partnered with vendor to implement series of micro-learning tasks using gamification and mobile app for cutting edge onboarding program.
- Designed and delivered engaging, informative, and professional corporate conference and event sessions.
- Ensured consistent training messages throughout the company and for independent sales force.
- Facilitated corporate headquarters new hire and leadership training.

WELLS FARGO CORPORATE TRUST DIVISION & HOME MORTGAGE - Minneapolis, MN 2006 – 2007
Learning and Development Consultant IV

- Developed, delivered, and assessed training programs and materials for Corporate Trust team.
- Facilitated numerous leadership training sessions including DiSC, StrengthsFinder, Meyers-Briggs, team building, experiential learning, change management, time management, conflict resolution, and communication skills via classroom, blended learning, and virtual classrooms.
- Delivered instructor-led, web-based, and webinar sessions incorporating adult learning styles, engaging techniques, and industry standards. Utilized multiple learning management systems (LMS).

CREATIVE MEMORIES - St. Cloud, MN 2002 – 2006
Sales Training Specialist (2004 – 2006)

Human Resources Manager (2002 – 2004)

- Developed, delivered, and assessed training programs and materials for 75,000+ direct sales consultants and executive leaders.
- Led development, programs, and training for direct sales start-up acquisition.
- Launched onboarding and leadership training programs.
- Delivered engaging, informative, and professional conference messages and sessions.
- Successfully led senior management team through organizational changes, job description creation, corporate strategy, and employee relations. Implemented programs within budget parameters.

RETEK, INC. - Minneapolis, MN 1999 – 2002
Human Resources and Employee Development Manager

- Managed human resources and employee development activities, internal communication, and training.
- Developed department processes and procedures, onboarding, and ongoing training programs.
- Managed employee Oracle Financials implementation, performance and bonus structure, development plans, and company intranet communication.

ADDITIONAL EXPERIENCE

VARITRONIC SYSTEMS (subsidiary of W.H. BRADY) - Minneapolis, MN - Training and Development Manager
FINGERHUT CORPORATION - Minneapolis, MN - Training Manager, Training Specialist
MISSOURI SOUTHERN STATE COLLEGE - Public Speaking Instructor. Assistant Coach of Speech Debate Team.

EDUCATION

Master of Arts, Communication
University of North Dakota

Bachelor of Arts, Speech Communication
University of Minnesota—Morris

CERTIFICATIONS

Achieve Global Facilitation
Crucial Conversations
DDI

DiSC Communication Styles
Franklin Covey 7 Habits
Leadership Challenge

Meyers-Briggs Type Indicator
Symphony and Conductor
StrengthsFinder

PROFESSIONAL AFFILIATIONS

Association for Talent Development, formerly American Society for Training and Development (1992 – Present)
Society for Human Resource Management (1999 – 2004)