

# LISA DAVIDSON, ED.D.

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## COMMUNICATION & TRAINING CONSULTANT/LEADERSHIP COACH Educational Leadership | Organizational Communications | Talent Development

*"Formidable Change Executive Propelling Excellence with Strategic Solutions"*

Highly dedicated, ambitious and dynamic **Communication & Training Executive/Educational Leader** with more than 25 years of rich experience in orchestrating strategic planning, visioning processes, organizational change initiatives, and establishing and implementing operating procedures, as well as providing responsive solutions to address client needs, and leading departments. A successful Project Manager and Creative Thinker, who can effectively handle multiple departmental and stakeholder priorities to exceed client expectations; flexible to adjust in any environment; creative curriculum designer and consummate instructor; utilizes leading-edge, adult learning theory; innovative designer for hybrid, face-to-face, and online courses across industries; cultivates collaborative relationships with all stakeholders; focuses on creating a trust environment in training, and providing practical, skill-based learning; emphasizes experiential learning components.

- Organizational Development
- Policies & Procedures Compliance
- Strategic Planning & Analysis
- Project/Program Management
- Continuous Process Improvement
- Training Module/Courses
- Business Operations/Management
- Client/Stakeholder Relationship
- Creative Lesson Planning
- Research & Development
- Problem Resolution Skills
- Cross-Functional Skills

### PROFESSIONAL EXPERIENCE

**Lisa Davidson Consulting**, Portland, OR

1992 – Present

*Communication Specialist & Training Designer; Owner*

Functioning as Communication Specialist and Development Designer; Offers complete consultative process -- services include formative and summary needs assessments; designing and delivering appropriate training or consultation/mentoring interventions, designing participant materials and trainer guides; training facilitation; conducting on-site trainer coaching. Certified to teach: DDI, PREP, Kaset International, Mohr Development Inc.

#### Key Projects:

- **Custom-designed training materials** – develop training modules, facilitate training sessions, provide train-the-trainer guides, and design and produce training materials.

#### Clients Include:

- **Clackamas Community College** – Designed curriculum for remote training environment. Taught Leadership Development series.
- **Unitus Community Credit Union** – Developed sales and service training for all categories of front-line personnel in a Portland/Vancouver area credit union with 8 branches and over 200 employees.
- **Marylhurst University** – Conducted service training for all faculty and staff; Provided proposals to Xerox, InFocus, Oregon Labor Market Information Systems
- **City of Eugene Fire and Rescue Division** – Designed and facilitated customer service and communication skills training for a regional division of more than 100 fire and rescue workers.
- **Oregon School of Massage** – Conducted leadership training for all massage therapists.
- **Audiology Group** – Designed leadership communication training to be delivered to Audiology Group clients.
- **DLR Group** – Designed and facilitated leadership communication seminar for all staff.

#### Visioning Conferences or Focus Groups

- St. Matthews Town Hall
- St. Anthony Visioning Conference/Teambuilding
- St. Edward Visioning Conference
- Oregon City Schools

#### Conference Speaker

- *American Association for Women in Community Colleges* – **Leading Effective Teams**
- *Society for Design Administration Conference* – **Leadership Communications**
- *Construction Specifications Institute Conference* – **Effective listening**
- *International Christian Community for Teacher Educators* – **Faculty Inclusion**
- *Oregon Research and Educational Foundation* – **Non-verbal Communication**

**Clackamas Community College**, Clackamas, Oregon

*Executive Director and Dean, Connections with Business and Industry*

2016-2020

- Oversight of business and industry partnership relationships: directed business client account project coordination including marketing, business development, negotiating contracts, coordinating development/delivery of educational programs and development services to meet defined objectives.
- Provided oversight and support to the Customized Training and Development Services department, Small Business Development Center, and Workforce Development Services department at the college.
- Served as liaison between the college and business community: communicating, translating, and interpreting requirements and needs between groups.
- Created and delivered innovative and customized workforce and business development solutions.
- Provided leadership, developed, and coordinated strategic division performance and marketing plans.
- In partnership with academic deans, provided overall direction and execution of college academic strategic goals and plans.

**First Interstate Bancorp, Portland, OR**

1985 – 1992

*Vice President/Curriculum Team Lead (1991-1992)*

- Planned, established and managed sales, service and product training design team for corporation. Design team completed formative and summative evaluations, managed content-expert feedback groups, produced training proto-types, pilot-tested training designs, produced training collateral, and coordinated corporate roll-out of training programs that were utilized throughout the 13 Western United States.

*Vice President & Manager, Service Promotion and Retail Training (1987 -1991)*

- Designed and managed a new retail training department structure that supported 175 branch system.
- Managed a corporate culture change initiative which included service and employee motivation programs for Oregon affiliate.

*Asst. Vice President, Marketing, Advertising, & Public Relations (1985 - 1987)*

- Utilized branch experience to manage marketing promotions for branch system; designed individual marketing promotions to address branch-specific needs; developed marketing collateral.

**Community Service**

- Economic Development Commission, Clackamas County
- Oregon State Small Business Development Center Advisory Board
- North Clackamas Chamber Board and Executive Board member
- Strategic Planning and Economic Development Planning Committees, City of Oregon City

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**TEACHING EXPERIENCE**


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**Marylhurst University, Concordia University, Clackamas Community College**

1994 – Present

*Instructor (Marylhurst Excellence in Teaching, Marylhurst University, 2001)*

- **Experienced Instructor** – facilitates multi-generational classes of any size and demographic diversity; creates a trust-based learning environment in which students feel comfortable and confident exploring new ideas with peers; focuses on experiential learning modules to give students an opportunity to practice and gain proficiency with new skills; supportive mentor to learners. Course evaluations consistently show outstanding ratings.
- **Skilled Curriculum Designer** – reputation for designing and instructing dynamic face-to-face and hybrid courses utilizing state-of-the-art online learning components; curriculum incorporates current adult learning theory, interactive course design elements, and training best practices.

*Service to Profession*

- **Evaluator of Prior Learning Assessment manuscripts** – assess documentation, advise and coach students to obtain credit for life and work experience; provide assistance with communication research methods and academic writing.
- **Thesis advisor and instructor of independent study projects** – advise, guide and mentor students through thesis process and credit-based, individually designed academic courses.

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**EDUCATION & CREDENTIALS**


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**Doctor of Education (Ed. D.), Educational Leadership, George Fox University, Newberg, OR, 2015****Focus:** *Adult learning theory and Curriculum design* | **Dissertation:** *Communicating Value: Understanding Adjunct Typology, Job Satisfaction Levels, and Professional Development Interests***Master of Science (M. S.), Speech and Communication, Portland State University, Portland, OR, 1994****Focus:** *Organizational development, Training design, and Adult learning theory***Thesis:** *Comparison of Training Methods in a Branch Environment***Bachelor of Science (B. S.), Business with marketing emphasis, Portland State University, Portland, OR, 1981****Focus:** *Organizational leadership and Marketing*