LORRIE A. SAITO

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SUMMARY

Change Strategist and Learning Expert serving small-to-medium size businesses focused on improving company culture, processes and profitability.

KEY COMPETENCIES

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| --- | --- |
| * Classroom Presentation | * Mentoring and Coaching |
| * Small/large Group Facilitation | * Train-the-Trainer |
| * Training Curriculum Design | * Project Management |

PROFESSIONAL EXPERIENCE

L.A. Saito & Associates, LLC. Minneapolis, MN 2013 – present

**Owner/Principal Consultant**

Change Strategist and Learning Expert serving small-to-medium size businesses focused on improving company culture, processes and profitability.

* Design, develop and conduct classroom presentations on various professional development topics including change leadership, conflict management, and communication to improve employee engagement.
* Create Human Resource infrastructure including competency models, updating performance management processes and initiating professional development curriculum, which enhances employee retention.
* Facilitate and interpret behavioral assessments which leads to improved communication and teamwork.
* Expedite and facilitate change leadership and coaching programs for small to medium size businesses enabling leaders to focus on business results and desired outcomes.

Padilla (AVENIR GLOBAL), Minneapolis, MN August, 2015 – July, 2017

**Sr. Organization Learning and Development Specialist**

Responsible for design, development, and delivery of Padilla’s professional development initiatives.

* Collaborated with Sr. Leadership and led a cross-functional management team to create and successfully implement Padilla’s first Leadership Development Program to over 30 senior leaders and high potential managers. Strong demand for entrance into this program lead to additional offerings.
* Delivered leadership development training sessions, enabling managers to improve overall leadership abilities and increase client satisfaction.
* Created an agency-wide rollout of the assessment, Everything Disc Workplace including facilitation of all sessions of this initiative, as well as customized, follow-up sessions.
* Partnered with HR, and drove the development and delivery of an agency-wide competency model and redesigned of the performance management system.

LAND O’LAKES, INC., Arden Hills, MN 1997 – 2013

**Master Facilitator** (2011 - 2013)

Accountable for the design and delivery of corporate, in-house training programs. Collaborated with internal stakeholders to provide customized training and facilitation of Leadership Development curriculum including Change Leadership, Generations in the Workplace, Employee On-boarding, and Team Development.

*Land O’Lakes Continued*

* Collaborated with business unit stakeholders to design and facilitate specialty programs including safety training as well as communications and influence skill building. Led to improved workplace skills and increased safety awareness.
* Consistently achieved high marks for outstanding training delivery (5 average on a scale of 1-6).
* Highly sought for specialized training program design, development and delivery.
* Led cross-business unit revision of workplace behavior training resulting in sought-after program.
* Led facilitator selection process with sales managers to meet their training needs, causing a buy-in from sales force and an increased delivery of training programs.
* Conducted extensive train-the-trainer sessions with internal facilitators including coaching and feedback which led to increased competence, confidence and improved training results.

**Training and Development Manager** (2008 – 2011)

* Accountabilities included delivery of corporate training programs, collaboration with HR Generalists to assess specific development needs and recommendations to senior HR leadership.
* Coordinated efforts to create development of e-learning programs, and selected and managed outside training vendors and facilitators to ensure training standards were met or exceeded. Resulted in increased buy-in from business units.
* Active participant in the HR and Organization Effectiveness HR Competency Model project.
* Conducted coaching and feedback sessions for 360-degree feedback assessments which improved employee performance.

Previous Land O’Lakes Positions:

**Sr. Training and Development Specialist** (2001 – 2008)

**Human Resources Consultant** (1997 – 2001)

EDUCATION / PROFESSIONAL AFFILIATIONS

UNIVERSITY OF ST. THOMAS, St. Paul, MN

M.A. Human Resource Development

UNIVERSITY OF MINNESOTA, Minneapolis, MN

B.S. Physical Education

Association for Talent Development (ATD) National and Local Chapters

CERTIFICATIONS/QUALIFICATIONS

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| * Interchange International: The Change Cycle – Master Trainer | * Performance Coaching: Coaching for High Performance |
| * Articulate Storyline | * Everything Disc Profiles qualified |
| * Technology of Participation (ToP) Facilitation Methods | * MBTI: Myers-Briggs Type Indicator. Center for Applications of Psychological Type |
| * Vital Smarts: Crucial Conversations |  |

VOLUNTEER/COMMUNITY SERVICE

Plugged-in Committee member and active agency volunteer

Association for Talent Development – Twin Cities Chapter (ATD-GTC) Fall Conference Committee volunteer