**MARJORIE A. DOUVILLE FAJARDO, MSOL, CPCC**

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**HIGHLIGHTS OF QUALIFICATIONS**

* Executive and Leadership Coach. Certified coach, experienced at working with executives and staff at all levels regarding work, team, career and personal life issues. Work with one of the top 10 Executive Education programs in the world to provide Executive Coaching.
* Leadership Development Program Developer. Customized and delivered programs for business, government, and non-profit organizations.
* Collaborator. Appointed by Adams County Commissioners to represent Adams County at the Denver Airport Employment Office for the building of the Denver International Airport. Worked with agencies and contractors to develop a smooth multi-agency operation and to provide suitable candidates to contractors.
* Entrepreneur. Founded and operated a consulting business from 1997 to present which provides training and coaching to small businesses, corporations, not-for-profit, education and government agencies. Performed all phases of business operations from proposal writing to hiring affiliates and evaluating projects.

**PROFESSIONAL EXPERIENCE**

**Executive Coaching/Leadership Development**

Executive Coach Provided executive and leadership coaching for more than 200 executives. Developed a coaching program offered to leaders on a volunteer basis which surpassed initial pilot program goals; participants requested continuation and expansion of the program beyond its initial time period and consequently the project has been funded for the fifth year. Provided individual and dyad coaching, and action plan development around organizational goals, individual goals, and results from assessments.

Leadership Development. Co-created a customized, two-tiered leadership program to build leadership capacity within a college: Executive Leadership Institute for top administrators and the Leadership Academy for aspiring leaders. Developed a customized leadership competency model; co-facilitated a kick-off retreat; coordinated and co-presented monthly training sessions; and designed and provided leadership coaching. Three program participants became college presidents within five years.

Assessments

Proficient in administering and providing feedback and coaching with 360-degree assessments, DiSC™, Lifestyles Indicator (LSI), EQi, Emotional Intelligence Profile (EIP), Team Diagnostics, and a variety of other assessments.

**Group Facilitation/Training**

Performance-based Training. Helped team members increase productivity and build better relationship skills: conducted a team assessment, facilitated interventions and team building activities, and administered a post assessment that indicated growth in all areas.

Coordinated Training Programs. Assessed, designed, developed, and delivered customized training programs. Worked with local employers to design training plans and to monitor and document success of individuals placed in on-the-job training.

Facilitation. Organized and facilitated a state-wide Jobs Training Partnership Act (JTPA) capacity building group in creative planning sessions that resulted in the development of a state-wide training program for staff. Facilitated goal-setting sessions for project teams and moderated work groups.

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**Management and Program Development**

Strategic Planning. Prepared and monitored strategic business plans for public workshop group including income projections, break-even analysis, and pro forma cash flow. Led government agency strategic plan to align with mission and goals and to secure funding and business-based support for training and employment programs

Initiative and Vision. Founded and developed a non-profit community-based training program for teenage parents. Defined program goals and objectives, initiated policies, developed program procedures, allocated program resources, and cultivated a high level of program effectiveness. Obtained support from the county health department, social services, a local hospital, Foster Grandparents, churches, local businesses and the media. Surpassed initial grant compliance goals; this aided in securing more than 300% in additional monies by the second year of the program.

Conference Planning. Planned and promoted a Youth Drug Awareness Conference in rural Colorado community attracting 850 students, the media, community leaders, and Super Bowl and TV stars.

**EMPLOYMENT HISTORY**

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| **President**  **Trainer, Coach, Organizational Development Consultant** | KEY RESULTS, Broomfield, CO  (Organizational development and coaching company) | 1997-present |
| **Adjunct Executive Coach**  **Results Coach** | The Center for Creative Leadership, Colorado Springs, CO, other US and international locations  Robbins Research Companies, International, Inc.  San Diego, CA  (Performance improvement, human development company) | 2010-  present  2005-present |
| **Marketing Manager** | Strategic Programs, Inc., Denver, CO  (Human Resources research company) | 1997-1999 |
| **Marketing Coordinator**  **Manager of Public Workshops** | TTS Performance Systems, Inc., Aurora, CO  (Performance improvement, training and consulting company) | 1993-1997 |
| **Strategic Planner**  **Employer Relations Specialist**  **Training Coordinator** | Adams County One Stop Career Center  Westminster, CO  (Employment center) | 1987-1993 |

**EDUCATION**

**MS, Organizational Leadership** Regis University, Denver, CO

**BS, Secondary and Adult Education** College of St. Scholastica, Duluth, MN

**Certified Professional Co-Active Coach** Coaches Training Institute, San Raphael, CA

**Results Coach, Advanced Training** Robbins Research, Intnl., San Diego, CA

**PROFESSIONAL AFFILIATIONS**

MSOL Community, Regis University, Steering Committee

International Coach Federation -- Founding President, Boulder Coaches Alliance

Newsletter Ed/Communications Dir.,American Society for Training & Development-Rocky Mountain Chapter

**RECENT HONORS**

Stories of Survival, Business Award-2008, Broomfield Chamber of Commerce, Broomfield, CO

Alice Lamb Alumni Award-2003, College of St. Scholastica, Duluth, MN

Volunteer of the Year Award-2001, Broomfield Chamber of Commerce, Broomfield, CO