

## Chris De Santis

### Specialist in Management and Organization Development



**Chris De Santis** is an independent consultant specializing in the design and delivery of management and organization development interventions. He assists individuals or groups in identifying obstacles to effectiveness and subsequently works with them to create user-friendly solutions aligned with the company's strategic initiatives. He brings with him 30 years of experience in training and development, graduate degrees in organization development and marketing, and work experience in manufacturing, service, and not-for-profit environments. He has an undergraduate degree in business from the University of Notre Dame, an M.B.A. from the University of Denver, and an M.A. in organization development from Loyola University.

De Santis has done training and instructional design work with service organizations such as Accenture, Abbott Labs, and Navigant. He has been the director of training and development for the American Medical Association and he was part of the Human Resource Development group for Brunswick Corporation, a leader in the manufacture of leisure products. He has worked as an independent practitioner for the past 18 years serving professional services firms focused in the areas of law, consulting, and accounting. He has done management and executive development course design, implementation, and facilitation, as well as the delivery and evaluation of training initiatives. He has numerous vendor certifications (including DDI, Forum, ODI, TAI, Blanchard, Rummeler-Brache, Myer-Briggs,) and has done both needs assessments and the subsequent course deliveries to address those needs.

He has special expertise in dealing with generational differences in the workplace, gender socialization at work, applying the principles of emotional intelligence to leading and managing change, mentoring, and the application of a variety of instrumentation including multi-rater feedback to develop and enhance performance, and how to develop and leverage long-term relationships in the selling process. He also teaches and has a depth of knowledge in facilitation, listening, and presentation skills developed through his work experiences and background in theater games.



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