

JOHNNA BAVOSO

1625 Lakeshore Drive
Fort Collins, Co 80525

johnna@thepeoplebusinessinc.com

970-223-1741

Organizational development consultant, executive leader, and publisher with thirty-five years of professional experience in human resource management and organizational development.

CONSULTATION

Extensive experience in providing individual and group consultation in organizational development, strategic planning, leadership enhancement, team building and managing change.

LEADERSHIP & MANAGEMENT

Extensive executive management and leadership experience with organizational development and strategic planning responsibilities.

TRAINING & PROGRAM DEVELOPMENT

Proven skill in designing and implementing education and training programs in a variety of areas, including human relations and management skills, team building, and customer relation's skills in a variety of industries nationwide.

Copyrighted Training Programs

Teamwork Training Program

GroupsWork!™

Change Management Program

ChangeBuilders™

Management Development

Coach's Camp™

Customer Relations Training

Take Time To Care™

Be At Your Best With The Bus Bunch™

Publications

From Laid Off To Living 2010

A ChangeBuilders™ Guidebook

Next Exit: Respect 2011

A ChangeBuilders™ Article

PROFESSIONAL EXPERIENCE

President/Owner, The People Business, Inc., Fort Collins, CO, 1983-present

Nationwide consulting & training in organizational development for companies, non-profit organizations and public entities. Long-term consulting relationships with:

Advanced Energy (national technology manufacturing company)

City of Fort Collins

Colorado State University

The Group (regional real estate company)

Health District of Northern Larimer County

Living Centers of America (national; long term health care company)

McWhinney (real estate development company)

Poudre Valley Health Systems (regional health care system)

Poudre School District

Odell Brewery (regional craft brewery)

Sylvan Dale Guest Ranch

Teach For America

Teledyne Water Pik (national manufacturing company)

**Senior Vice President of Organizational Development & Company Coach,
McWhinney, 2003-May, 2008**

Developed and managed the human resources team of six professionals providing the continuum of human resource services to a rapidly growing private real estate development company. Provided strategic direction and executive coaching to the owners as they grew the company from 21 to 90 Associates. Selected in 2007 & 2008 as one of the Best Small Companies to Work in the country by the Society for Human Resource Management and The Great Places to Work Institute.

Executive Director, McWhinney Foundation, 2005-2008

Leader of charitable Foundation that has contributed \$11+million to enhance lives of youth and families in Northern Colorado and Southern California.

Vice President, Third Sector Enterprises, Fort Collins, CO 1993-present

Nationwide consulting & training in organizational development for non-profit organizations

Brico Fund of Wisconsin

Crossroads Safe House

Food Bank of Larimer County

International Museum of Women – San Francisco

Rachel's Network- Washington, D.C.

Teach For America

Poudre School District Foundation

Vice President of Human Resources

Managed Business Solutions, Fort Collins, CO, 1998-2000

Management of OD/HR functions for information technology company; grew from 20 to 110 staff

Executive Director, The Women's Center, Fort Collins, CO, 1981-83

Director, Denver PARTNERS, Denver, CO, 1977-81

Coordinator of Volunteers, Boulder Probation, Boulder, CO, 1977

Mental Health Therapist, Boulder Mental Health Center, Boulder, CO, 1977

EDUCATION

BA English/Psychology; Teacher Certification, secondary school

University of Northern Colorado, Greeley, CO, 1971

COMMUNITY PARTICIPATION

President, The Friends of The Gardens On Spring Creek, 2000 & 2012

Member, Northern Colorado Society for Training and Development, Present

High Plains Environmental Center, Board of Directors, 2003-2007

President, Lake Sherwood Lake Committee 2003-2008

International Museum of Women, Founder, 2000

National Organization of Women, 1980-Present

Rails –to-Trails, 1995-2013

Sierra Club, 1995-2000

The Nature Conservancy, Colorado Conservator 1995-2000

Foothills Rotary of Fort Collins, 1988-1996. President 1993-94

Lincoln Center for the Performing Arts, Advisory Board, 1990-91

Fort Collins Chamber of Commerce, Fort Collins, CO, 1983-89