



Karen Snyder

RESUME

Experience

Sole Proprietor, CONCORDIA CONSULTING, LLC
September 1991 – Present (24 years)

Designed and delivered keynote and comprehensive training programs in the public and private sectors.

Performed benchmarking studies and needs analysis.

Consulted with clients to design programs maximizing the ROI for their business.

Wrote training manuals, presented train-the-trainer materials, created experiential exercises.

Utilized a variety of adult learning techniques in order to engage participants.

Achieved high level of student participation and interaction through experiential exercises and class discussions.

Facilitated programs for executive managers as well as entry-level employees. Consistently received outstanding evaluations from students as well as clients.

Consultant, AdvaMed
2012 – 2015 (3 years)

Cultural Change initiative. Facilitated focus groups. Performance Management Systems. Executive Leadership Coaching.

Conducted Presentation Skills Training. Assisted with Strategic Plan. Led 360 initiative and created development plans.

Member, Training Officers Consortium
2009 – 2011 (2 years)

Presented at annual conference.

Member, National Speaker Association, DC Chapter
2003 – 2010 (7 years)

An amazing place to learn and network!

Consultant, Otsuka
2005 – 2008 (3 years)

*Consultant to senior level management regarding HR best practices.

Consultant, Bay State College

August 1983 – February 1987 (3 years 7 months)

Director of Career Services & Job Placement

Created Career Services and Job Placement Office. Educated faculty and staff on the role of career planning and placement in a college curriculum. Recommended that placement be used as a selling tool for increased enrollment.

Proposed, designed and taught Career Development courses.

Stressed importance of Career Development to curriculum committee resulting in course becoming a requirement for all students.

Managed Career Service's personnel.

Counseled students individually concerning their work-related goals.

Led self-assessment, informational interviewing, resume writing and job search strategy seminars. Assisted students and alumni seeking

Consultant, Boston Center for Adult Education

January 1986 – January 1987 (1 year 1 month)

Led successive seminars on career advancement for secretaries.

Topics included: motivation, work dynamics, Holland's Self-Directed Search, and assertiveness training.

Instructor, UNIVERSITY OF VIRGINIA

January 1984 – May 1984 (5 months)

Instructor, Career Planning. Delivered lectures, counseled students, determined grades, selected books and planned syllabus.

Organizations

International Coach Federation

Additional Organizations

National Speaker Association

Volunteer Experience & Causes

President, PTSA

Robert Frost Middle School

June 2011 – June 2012 (1 year 1 month)

A leadership role bringing students, faculty and community together.

Education

The Johns Hopkins University

Masters, Applied Behavioral Science; Human

Resources/Organizational Development Discipline 1987 – 1991

University of Virginia

Bachelor of Arts, Psychology

1979 – 1983

Virginia Polytechnic Institute and State University

1978 – 1978

CHS

High School Diploma, College Preparatory