

## TALISA ERNSTMANN

### Associate

Talisa Ernstmann has over 19 years experience in private, public, education, and non-profit organizations. She is the founder and president of Ernstmann Consulting, LLC. She has managed training and organization development functions in large private companies. Ms. Ernstmann has facilitated groups of senior managers and intact work teams of various sizes to develop strategic missions and visions, and create corresponding tactical plans. She has also helped organizations design and develop extensive leadership and mentoring programs. Ms. Ernstmann's ability to understand and translate strategic goals into tactical plans enables her to work with all levels within an organization. High energy and a focus on results characterize her work with groups. Ms. Ernstmann's experience in understanding program design and implementation has resulted in the development and rollout of successful mentoring, customer service, professional development and performance management programs. Talisa has worked with LEAD Alliance as a customer, employee, and/or associate since 1993.

### KEY SKILL AREAS

- Organization Effectiveness
- Professional/Career Development
- Leadership Development
- Strategic Visioning and Planning
- Team Building

### CONSULTING AND FACILITATION ENGAGEMENTS

- Design and conduct strategic visioning and action planning meetings for government and private industry.
- Design, develop, and facilitate implementation of leadership development, mentoring, professional development, customer service, and other human resource programs.
- Design and conduct train-the-trainer sessions on informal mentoring, facilitation, team building and new leader assimilation.
- Plan and conduct problem-solving sessions for large and small project teams, and cross-functional teams.
- Coach and develop team leaders and team members using multi-rater feedback tools.
- Design and conduct training sessions as one component of a larger system-wide, organization development intervention.

### EDUCATION AND CERTIFICATIONS

- MA: University of Maryland, College Park, MD
- BS: University of Maryland, College Park, MD
- Certifications: MBTI; Competent Toastmasters; Strategic Visioning and Graphic Facilitation (Grove Consultants); IPDI Profiler (360-degree Feedback); Managing Diverse Work Teams (TRW); ADR Certification (TRW/AMA); Leading Organizational Transition (William Bridges)
- Continuous training in advanced facilitation skills, strategic visioning, presentation skills, and management and leadership training

### RECENT CLIENT LIST

Northrop Grumman  
Marriott  
Anteon  
GMRI  
National Community Pharmacist Association  
Department of the Interior

SAIC  
Verizon  
Apogen Technologies  
Home Builders Institute  
U.S. Geological Survey  
Department of Energy

