

CHRISTINE A. GRAVELLE, PH.D.

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Leadership Development Professional, Instructional Designer, Facilitator, & Coach

Experienced professional with over 15 years of strategic leadership, change management, curriculum design, and leading high-performing teams. Certified coach, facilitator, and designer.

AREAS OF EXPERTISE

- Client Engagement
- Coaching, Facilitation, & Training
- Curriculum & Instructional Design
- Diversity, Equity, Inclusion, & Access Work
- Education & Training Solutions
- High Performing Team Development
- Project Management
- Relationship Building & Supervision

PROFESSIONAL EXPERIENCE

Associate Director, Center for Executive Development
Mays Business School, Texas A&M University

2022-present

Key responsibilities include:

- Member of the leadership team participating in the development of strategic plans and goals of the Center.
- Develop and oversee a process for objective-based program development for online and traditional programs.
- Supervise the continuous improvement process for client and program development to include measurement of financial and quality control.
- Responsible for client relationships while continuing to support programs other clients.
- Lead introductory diagnostic meetings with clients. Develops and conducts needs assessments with clients.
- Prepare a proposal for the potential client which is developed based on the interviews and assessment of the client's business objectives.
- Design and supervise the course development process (both face-to-face and online), working with instructors to design objective-based, action-oriented content that attends to adult learning methodologies.

Client Engagement Manager, Coach, and Trainer
bluSPARC (contract)

2022

Client engagement work at an executive coaching company. Lead and coordinate the delivery of leadership development programs. Interface directly with client sponsors in companies ranging from scale-up ventures to Fortune 100 companies, as well as with leaders participating in programs.

Key responsibilities include:

- Connect with the client sponsor for the lifecycle of the agreement from client engagement kick-off, onboarding, services, through post-assessment.
- Ensure a strong working relationship with the client sponsor, share milestones, generate client engagement reports, and keep the client sponsor abreast of status updates.
- Coordinate, develop, and administer workshops and assessments; as well as serve as a coach for client leader(s).
- Partner with business development to meet with potential clients and secure new partnerships.
- Serve on the curriculum development taskforce charged with the development of a streamlined and branded suite of leadership development curriculum options for clients.

Director, Department of Student Activities
Division of Student Affairs, Texas A&M University

2016-present

College Station, TX

Senior leader serving on the Vice President's leadership team, and Department Head for 12 offices, 43 professionals, and 50 para-professionals in a complex, fast-paced, and team-oriented environment at the largest university in the country. Key responsibilities include strategic leadership, managing large-scale program design, development, delivery, and management; as well as staffing and budget oversight. Priority focus on relationship building with internal and external stakeholders, and engaging in innovative solutions to large-scale and complex problems.

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Key accomplishments include:

- Implemented a phased Diversity, Equity, Inclusion, and Access (DEIA) initiative that assessed strengths and opportunities of staff, identified a learning pathway for each staff member, and ensured accountability.
- Developed and implemented a blended employee life-cycle program to upskill individual contributors, people leaders, and high potentials focused on onboarding, evaluation, and professional growth.
- Facilitated pandemic adaptation planning of one of the largest and complex extended orientation programs in the country serving 6,000+ learners annually. Pivoted from in-person to learning management system (LMS).
- Oversaw the largest university day of service in the country (The Big Event) for five years, annually involving 18,000 volunteers serving over 2,300 households and equaling over 70,000 hours of service.
- Implemented a comprehensive change management process that included a strategic planning session, self-study to identify key strengths and opportunities, external review team, implementation, and assessment of changes.
- Consulted with multiple universities across the country as an external reviewer to provide recommendations on best and next practices in higher education.

Leadership Development Instructional Designer, Facilitator, & Coach

2015-present

Learning and Development LLC

Using adult-learning theories, design, implement, and facilitate blended and innovative learning solutions from start to finish including storyboarding, facilitator and participant guides, slide decks, and evaluations that focus on organization needs for education, corporate, and international clients. Engage with subject matter experts (SMEs) and other stakeholders to ensure successful development and implementation.

Key accomplishments include:

- Coached, facilitated, and presented blending, in-person, and virtual learning development opportunities including:
 - Individual coaching: Career coaching, emotional intelligence coaching.
 - Team facilitation: Facilitated over 100 instructor-led and virtual instructor-led trainings (ILT and vILT) tailored to individual contributors, people leaders, and high potentials. Frequent topics include emotional intelligence assessments, generational trends, leading high performing teams, developing a strategic plan.
 - Large-scale presenting: Presented at conferences with participants ranging from hundreds to thousands of attendees; Provided keynotes at conferences with participants ranging from 50 to 300.
- Co-developed in less than 90 actual hours a 32-hour, eight (8) session leadership training including facilitator manual and participant guide; developed multiple four (4) hour trainings in less than twenty (20) hours.
- Created and facilitated multi-week global L&D programs from start to finish for NGOs in Rwanda and Peru.
- Created dynamic e-learning using Articulate 360 and Canva that map to adult-learning principles.
- Created and delivered executive leadership courses for multiple corporate clients. Learner evaluations and feedback validate and confirm training effectiveness.
- Website and portfolio can be found at <https://www.christinegravelle.com/instructional-design>

Board Member and Leadership Facilitator

2018-2021

LiDER, Leadership Trainer Certification Program

Served on non-profit leadership board that certifies leadership facilitators for a three (3) year term by providing strategic direction. Focused on the intersection of diversity, equity, inclusion, access, leadership education.

Key accomplishments include:

- Provided input and insight into the strategic direction of the organization.
- Co-designed and co-facilitated a 5-day leadership facilitator course equating to 720 hours of leadership learning. Included storyboard, learning manuals, learning aids, and evaluation. Certified 12 new leadership facilitators.
- Co-designed a 7-module, blended training certification program that includes 60 hours of leadership training.

Director of Leadership Development

2012-2016

Lehigh University, Office of Leadership Development and Civic Engagement

Bethlehem, PA

Serve as department head for community service and civic engagement, athletics leadership, and leadership engagement that developed and implemented experiential leadership opportunities for over 6,000 learners.

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Key accomplishments include:

- Implemented large-scale leadership programs including a four (4) year scaffolded leadership track program with 30+ learners per cohort, 100+ person leadership retreats, five (5) day immersive leadership programs, and one (1) to four (4) hour leadership trainings and workshops.
- Worked with International Affairs to partner with the United Nations (UN) to enhance global leadership development, non-governmental organization (NGO) partnerships, and UN Youth Representatives program.
- Led over 50 global leadership courses to prepare employees and students to visit the UN.

Director

2008-2012

Carroll University, Student Activities

Waukesha, WI

Primary program, logistics, and vendor manager that designed and implemented experiential programs for over 3,300 learners, including large-scale conferences, concerts, retreats, speaker series, and more.

Key accomplishments include:

- Created four (4) large-scale community initiatives including a three (3) day leadership retreat, late-night programming initiative, weekend programming initiative, and outdoor adventure programming. Led the project team from conceptualization to completion.
- Co-developed a five-week study abroad program for 30 Vietnamese students that increased cultural competence.
- Co-wrote a successful VISTA grant to initiate the creation of the Volunteer Center for the university.
- Selected as one of two delegates to represent the University on a trip to Hong Kong & Vietnam to build partnerships.

INSTRUCTIONAL DESIGN AND TECHNOLOGY

Instructional Design

- Adult learning theories: ADDIE, SAM, Kirkpatrick, Gagne, and Bloom's Taxonomy
- Articulate Storyline, Rise, Camtasia, Canva, PowerPoint
- Familiar with multiple learning management systems (LMS) including Kajabi, Thinkific, Canvas, Eduflow, etc.

Workplace Technology

- Google Suite, Microsoft 365, Microsoft Office Suite, Microsoft Teams, Zoom, Slack
- Project management tools such as Trello and Asana

SELECTED TRAININGS AND CERTIFICATIONS

- Hogan Assessment, 2022
- EQ-i 2.0 and EQ 360, 2022
- Applied Instructional Design Academy, 2022
 - E-learning, Articulate Storyline, Articulate Rise, Camtasia, Instructor-Led Training
- Course Creator School, 2022
- Gallup Global Strengths Coach, 2021
- Diversity, Equity, and Inclusion in the Workplace Certificate, USF, 2021
- Leadership Trainer Certification Program (LTCP) Train-the-Trainer, 2020
- Myers-Briggs Certified Facilitator, Part I & Part II, 2016
- International Institute of Restorative Practices Trainer, 2015

EDUCATION

Lehigh University, Bethlehem, PA

Doctor of Philosophy: Comparative and International Education

Dissertation: *A mixed methods study of changes in student global leadership competency development through a short-term global leadership program at a research university*

Carroll University, Waukesha, WI

Master of Education: Curriculum and Instruction

CHRISTINE A. GRAVELLE, PH.D.

Michigan Technological University (MTU), Houghton, MI
Bachelor of Sciences: Social Sciences, Minor: Biological Sciences
State of Michigan Provisional Certificate: Grades 7 -12 Social Sciences and Biological Sciences

RESEARCH INTERESTS

Leadership Education and Development; Leadership Facilitation; Global Leadership; High Performing Teams; Strategic Planning; Supervision; Emotional Intelligence; Organizational Development

SELECTED FACILITATIONS

- **Gravelle, C.** (2022, May). *Growth mindset*. Half-day facilitation to Halliburton leadership. Houston, TX
- **Gravelle, C.** (2022, April). *Stress management*. Half-day facilitation to Law Enforcement Management Institute of Texas. College Station, TX.
- **Gravelle, C.** (2022, March). *Conflict resolution*. Half-day facilitation to Law Enforcement Management Institute of Texas. College Station, TX.
- **Gravelle, C.** (2022, April). *Generational trends*. Half-day facilitation to Ascend Performance Materials. Houston, TX.
- **Gravelle, C.** (2021, December). *Culture by design and collaborative inquiry*. Two-day facilitation to the Executive Leadership Team of the College of Medicine, Texas A&M University
- **Gravelle, C.** (2021, November). *The confluence of emotional intelligence and diversity, equity, inclusion, and access*. Facilitation to the Department of Student Activities, Texas A&M University, College Station
- **Gravelle, C.** (2021, November). *MBTI & team dynamics*. Half-day facilitation to a client through Mays Business School, College Station, TX
- **Gravelle, C.** (2021, August, October, & November). *Generational trends*. Half-day facilitations to the Fire Service Chief Executive Officer School and the Law Enforcement Institute of Texas through Mays Business School, College Station, TX
- **Gravelle, C.** (2021, November). *Imposter syndrome*. Facilitation to the Maroon & White Leadership Society, Texas A&M University, College Station, TX
- **Gravelle, C.** (2020, March). *Enhancing team engagement*. Half-day facilitation to the College of Pharmacy, Texas A&M University, Boerne, TX
- **Kroll, J. & Gravelle, C.** (2019, July). *Leadership trainer certification program*. Week-long facilitation to certify leadership trainers, Canaan, NY
- **Gravelle, C.** (2019, April). *Light bulb moments: Self and team development through MBTI*. Facilitation to educators, Sheboygan, WI
- **Gravelle, C.** (2019, January). *A roadmap to developing a strategic plan*. Day-long facilitation with Disability Resources, Texas A&M University
- **Gravelle, C. & Shehane, M.** (2018, November). *Developing a strategic plan utilizing strengths*. Day-long facilitation with the Department of Health Promotions, Texas A&M University
- **Gravelle, C.** (2018, July). *A roadmap to developing a strategic plan*. Day-long facilitation with the Department of Student Life Studies, Texas A&M University
- **Gravelle, C.** (2018, May). *Light bulb moments: Self and team development through MBTI*. Facilitation with the Association of Former Students Ambassadors, Texas A&M University, College Station, TX
- **Gravelle, C.** (2016, October). *MBTI and the international landscape*. Facilitation with Becton-Dickinson, Cusco, Peru
- **Gravelle, C. & Ammary, J.** (2016, February). *MBTI and athletics leadership*. Facilitation with athletic coaches, Lehigh University, Bethlehem, PA
- **Wiseman, A., Gravelle, C., Taylor, C., & Davidson, P.** (2015, September). *Theory of change: Developing a strategic plan*. Week-long facilitation with a non-governmental organization in Rwanda, Africa.
- **Gravelle, C. & Gilbert, C.** (2015, August). *Reframing your mindset*. Half-day facilitation with the Research and Graduate Studies Stem, Lehigh University, Bethlehem, PA
- **Gravelle, C. & Sierzega, C.** (2015, August). *Millennial students and the MBTI*. Half-day facilitation with Pi Lambda Phi international fraternity board of directors, Philadelphia, PA

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- **Gravelle, C. & Manno, J.** (2015, May). *Strategic planning*. Full-day facilitation with the earth and environmental sciences department at Lehigh University, Bethlehem, PA
- **Wiseman, A. & Gravelle, C.** (2015, April). *Visioning*. Full-day facilitation with board of directors for the NGO Agohozo Shalom Youth Village, New York board. Village located in Rwanda

SELECTED PRESENTATIONS

- Shehane, M.R., **Gravelle, C.**, Odom, S., Mayes, J., Crawford, T., Carruth, A., Burroughs, B., Woodruff, T., Brown, B., King, K., & Ivey, E. (2021, April). Transitioning in-person co-curricular high-impact practices to an online learning environment. Transformational Teaching & Learning Conference, College Station, TX.
- **Gravelle, C.**, Perry, A., & Shehane, M. (2020, March). Student involvement and generation Z trends [Conference session]. NASPA conference, Austin, TX (conference canceled).
- Brzeski, E., **Gravelle, C.**, & Launius, K. (2020, March). Managing for motivation and well-being [Conference session]. NASPA conference, Austin, TX (conference canceled).
- Shehane, M. R. & **Gravelle, C.** (2019, October). *Traversing the generations as an advisor and supervisor*. Presented at the Texas A&M University Office of Fraternity & Sorority Life Advisor Training, College Station, TX (Webinar).
- Shehane, M. R. & **Gravelle, C.** (2019, June). *Traversing the generations as an advisor and supervisor*. Presented at the Texas A&M University Advisor and Supervisor Symposium, College Station, TX.
- **Gravelle, C.** & Shehane, M. R. (2019). *Developing a flight plan: Intentional strategic planning & outcome mapping to maximize time*. Accepted at the Texas Women in Higher Education Conference, San Antonio, TX.
- Shehane, M. R. & **Gravelle, C.** (2019). *Strong women: May we know them, be them, & raise them through community mentorship*. Accepted at the Texas Women in Higher Education Conference, San Antonio, TX.
- **Gravelle, C.** (2018, May). *CommUnity: Addressing implicit bias in our global landscape*. Presented at the Memorial Student Center, Texas A&M University, College Station, TX.
- **Gravelle, C.** (2018, April). *Redefining what it means to lead: Exploring intersectionality and social change*. Closing speaker at the Leadership Education for APIDA Development Conference, Texas A&M University, College Station, TX.
- **Gravelle, C.** & Fink, G. (2018, March). *You have big shoes to fill: Navigating transitions in a changing environment*. Presented at the NASPA Annual Conference, Philadelphia, PA.
- Woodruff, T., Perez, M., Shehane, M., & **Gravelle, C.** (2018, March). *The LID model: Applications for intentionally developing and assessing student leaders*. Presented at the NASPA Annual Conference, Philadelphia, PA.
- **Gravelle, C.** & Lowe, I. (2017, December). *Building resilience through emotional intelligence practices*. Presented at the Association of Fraternity and Sorority Advisors Conference, Atlanta, GA.
- **Gravelle, C.** (2017, October). *Reframing your mindset: Understanding leadership and management*. Presented at the Leadership Institute, Texas A&M University, College Station, TX.
- **Gravelle, C.** (2017, June). *Integrated learning*. Closing speaker at the Texas A&M University Summer Advisor and Supervisor Symposium, Texas A&M University, College Station, TX.
- **Gravelle, C.** & Webb, O. (2016, December). *Ritual: Integrating emotional intelligence into our daily practices*. Presented at the Association of Fraternity and Sorority Advisors Conference, Boston, MA.
- **Gravelle, C.** & Woods, J. (2015, December). *Leading with integrity and inspiring action*. Pecha Kucha presentation presented at the Lehigh University Assessment Symposium, Bethlehem, PA.
- **Gravelle, C.**, Gilbert, C., De Graca, M., & Perry, A. (2015, December). *Utilizing the multi-institutional study of leadership (MSL) to inform our work*. Presented at Lehigh University Assessment Symposium, Bethlehem, PA.
- **Gravelle, C.** & Sierzega, C. (2015, August). *Using your strengths*. Presented to Masters students in Management, Lehigh University, Bethlehem, PA.
- Stevens, C., **Gravelle, C.**, Duong, H., & Tillett, G., (2015, March). *Universities as NGOs: Challenges and promises*. Presented at Comparative and International Education Conference, Washington D.C.
- United Nation's Secretary-General Youth Envoy keynote panelist (2014, November). Lehigh University, Bethlehem, PA.

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- **Gravelle, C.** (2012, May). *Interviewing skills*. Presented via skype to Dalian American International School, Dalian, China.

PUBLICATIONS

- **Gravelle, C.** (2020, May). *A mixed methods study of changes in student global leadership competency development through a short-term global leadership program at a research university*. [Unpublished doctoral dissertation]. Lehigh University.
- **Gravelle, C. & Lowe, I.** (2018, August). Building resilience through emotionally intelligent practices. *Essentials*. Association of Fraternity and Sorority Advisors
- **Gravelle, C.** (2018). Emotional intelligence. In J. Kroll (Ed.), *The Leadership Trainer Certification Program Training Manual*, (27-31). LiDER.
- **Gravelle, C.** (2011). *The overinvolved college student leader*. [Unpublished master's thesis]. Carroll University.