

CURRICULUM VITAE

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Education

Institution and Location	Degree	Year	Field of Study
Lehigh University	Ph.D.	2020	Comparative and International Education Dissertation: <i>A mixed methods study of changes in student global leadership competency development through a short-term global leadership program at a research university</i>
Carroll University	M.Ed.	2011	Curriculum and Instruction
Michigan Technological University	B.S.	2005	Social Sciences Grades 7-12 Teaching Certification

Areas of Expertise & Research Interests

- Coaching
- Curriculum & Instruction
- Emotional Intelligence
- Global Leadership
- Leadership Development
- Leadership Education & Facilitation
- Team Development

Professional Experience

Director – Client Engagement, Center for Executive Development 2022-present
Mays Business School, Texas A&M University College Station, TX

Key Successes:

- Responsible for business development and account growth. Work primarily with executive leaders and C-suite.
- Design and deliver high-quality, large-scale executive leadership projects for global clients that include project scope, objectives, structure, evaluation, etc. Projects range from one (1) day to multi-year learning solutions.
- Effectively manage relationships with complex clients. This includes the inquiry process through project delivery.
- Known as a mentor for team members that empower individuals to identify their strengths and excel in their roles.
- Develop end-to-end learning and leadership programs from assessment, design, development, facilitation, and evaluation to create action-oriented and experiential training & learning for all levels of leaders.
- One of the top-ranked speaker, facilitator, and coach by clients. Feedback and evaluation forms can be provided.
- Identify and manage dozens of vendors to support training and development needs.

Director, Department of Student Activities 2016-2022
Division of Student Affairs, Texas A&M University College Station, TX

Key Successes:

- Purpose-driven leader that led a team of 43 professionals and 50 para-professionals in a complex, fast-paced, and team-oriented area. See LinkedIn for recommendations: www.linkedin.com/in/christinegravelle/
- Showcased strategic leadership, problem solving, decision-making, and critical thinking to manage large-scale program design, development, delivery, and management; as well as staffing and budget oversight.
- Implemented a phased Diversity, Equity, Inclusion, and Belonging (DEIB) 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 and reskill 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 orientation programs in the country serving 6,000+ learners annually. Pivoted from in-person to learning management system (LMS).

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- Implemented a comprehensive change management roadmap that included a strategic planning session, self-study to identify key strengths and opportunities, external review team, implementation, and assessment of changes.

Founder, Learning & Development

2015-present

Christine Gravelle Consulting, LLC

Key Successes:

- Facilitate leadership & teambuilding opportunities ranging from 15 participants to thousands. Learner evaluations validate training effectiveness. Instructional topics include growth mindset, generational trends, high performing teams, emotional intelligence, change, feedback, etc. See LinkedIn: www.linkedin.com/in/christinegravelle/
- Clients ranging from start-ups to Fortune 100 companies in industry sectors such as food and beverage, oil and gas, energy, law enforcement, fire departments, technology, risk management, etc.
- Domestic & international partnerships including Rwanda, Peru, Vietnam, Qatar, and the United Nations.
- Engage with SMEs to develop and deliver learning needs that fill gaps and solve problems.
- Contracted with an executive coaching company.
- Some clients include: HAECO-Americas, K2United, Sierra Nevada Brewing Company, SoPercussion, Texas Library Association, etc.

Director of Leadership Development

2012-2016

Lehigh University, Office of Leadership Development and Civic Engagement

Bethlehem, PA

Key Successes:

- 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. Total of 6,000 learners.
- 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.

Teaching Experience

Christine teaches topics including leadership development, emotional intelligence, high performing teams, generational trends, change management, growth mindset, leadership facilitation, and conflict management. She currently works in the Center for Executive Development in Mays Business School at Texas A&M University primarily instructing in executive leadership programs. Christine's overall teaching evaluation in the Center for Executive Development is a 5.9/6 or 98%.

Coach, Instructor, & Guest Lecturer	Topic	Role	Dates
BUAD 620 Mays Business School	Business Communications	Instructor	2025
MGMT 675 Mays Business School	Leadership in Organizations	Guest Lecturer	2022, 2023, 2024
BUAD 679 Mays Business School	Leadership Development Feedback 360 Assessment	Guest Lecturer & Coach	2024
WFSC 689 Department of Rangeland, Wildlife, and Fisheries Management	Emotional Intelligence & Generational Trends	Guest Lecturer	2023
WFSC 689 Department of Rangeland, Wildlife, and Fisheries Management	Career Coaching	Coach	2023
MS Marketing Mays Business School	Emotional Intelligence & Conflict Management	Guest Instructor	2023, 2024
American Bureau of Shipping, Bray, Fire Service Chief Executive Officer Program, FujiFilm Diosynth Biotechnologies, Halliburton, Health	Many different leadership topics	Instructor & Coach	2021-2023

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Care Service Corporation, Kodiak Gas Services, Law Enforcement Management Institute of Texas Leadership Montgomery County, Los Alamos National Laboratory, Mays Graduate Programs, PV Fluid, Texas A&M College of Medicine, United Way of Greater Houston			
SOMS 380 School of Military Sciences	Communication Skills Emotional Intelligence	Guest Instructor	2018, 2019 2020, 2023

Invited Facilitations

Gravelle, C. (2024, October – December). *Change management*. Multi-day facilitation to company employees. Greensboro, NC and Lake City, FL.

Gravelle, C. (2024, November). *Architects of agility: Building high-performing teams in a dynamic world*. PowerTools Conference, sponsored by the United Way of Greater Houston. Houston, TX.

Gravelle, C. & Bernard, S. (2024, October). *Emotional intelligence and conflict resolution*. Texas Library Association. Virtual.

Gravelle, C. (2024, October). *Best practices to retain your best employees*. Alliance of Community Assistance Ministries. Virtual.

Gravelle, C. (2024, August). *Arena architects: The unity build*. Leadership Montgomery County. Houston, TX.

Gravelle, C. (2024, May). *MBTI & strengths*. Division of Student Affairs, Texas A&M. College Station, TX.

Gravelle, C. (2024, February). *Generations in the workplace*. University of Mississippi. Oxford, MS.

Gravelle, C. & Shehane, M. (2024, January). *Strategic planning*. Full day facilitation to Texas A&M School of Medicine. College Station, TX.

Strawser, J., Mendoza, B., & **Gravelle, C.** (2023, December). *Leadership panel*. 1 hour panel for Texas A&M Human Resources Leading Other Program. College Station, TX.

Gravelle, C. & Ford, J. (2023, December). *Navigating change*. 2 hour facilitation to the Department of Student Activities at Texas A&M. College Station, TX.

Gravelle, C. (2023, November). *Generational differences*. 2 hour facilitation at the PowerTools Conference, sponsored by the United Way of Greater Houston. Houston, TX.

Gravelle, C. (2023, November). *Friday night at the ER*. Half-day facilitation at the Sierra Nevada Brewing Company. Asheville, NC.

Welch, B. & **Gravelle, C.** (2023, October). *Provost's retreat: SOAR*. Full day facilitation to Texas A&M Deans. College Station, TX.

Gravelle, C. (2023, September). *Value proposition*. Two-hour facilitation to A&M Health. College Station, TX.

Gravelle, C. (2023, September). *Generational trends*. Two-hour facilitation to Vice Presidents of Human Resources in the SEC. College Station, TX.

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- Gravelle, C.** (2023, May). *Understanding self through DISC, growth mindset, and managing change*. Half-day facilitation at the Sierra Nevada Brewing Company. Asheville, NC.
- Gravelle, C.** (2023, January). *Growth mindset*. Half-day facilitation at K2Share. College Station, TX.
- Gravelle, C.** (2022, October). *Find your why*. Full day facilitation at K2Share. College Station, TX.
- Gravelle, C.** (2022, October). *Using your strengths*. Half-day facilitation to the Student Leadership Council, School of Pharmacy. College Station, TX.
- Gravelle, C.** (2022, August). *Generational trends*. Half-day facilitation at K2Share. College Station, 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, College Station, TX.
- 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, TX.
- Gravelle, C.** (2021, November). *MBTI & team dynamics*. Half-day virtual facilitation for Jacobs.
- 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, College Station, TX.
- 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, College Station, TX.
- 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, College Station, 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, 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.

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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). *Using your strengths*. Presented to Masters students in Management, 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.

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.

Refereed Presentations

Bates, C., Brausen, H., & **Gravelle**, C. (2023, August). *Significant interest group: Return on investment*. ProEd Directors Conference, virtual.

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, 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, 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.

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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.

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 panelist (2014, November). Lehigh University, Bethlehem, PA.

Gravelle, C. (2012, May). *Interviewing skills*. Dalian American International School, Dalian, China. Virtual.

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.

Certifications & Training

Certification and/or Training	Organization	Date of Certification
Positive Intelligence Coach	PQ	2024
Certified Professional Coach (CPC)	iPEC	2024
Reciprocity Ring	Give & Take, Inc.	2023
Friday Night at the ER Simulation	Breakthrough Learning	2023
DiSC Partner	Wiley	2023
EQ-i & EQ-i 360	Emotional Intelligence Training Company	2022
Hogan Assessment	Hogan Assessment Systems	2022
Global Strengths Coach	Gallup	2021
CliftonStrengths	Gallup	2021
Diversity, Equity, & Inclusion in the Workplace	University of South Florida	2021
Master Leadership Trainer	Leadership Trainer	2018

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Myers-Briggs Type Indicator (MBTI)	Myers-Briggs Company	2016
Restorative Practices Trainer	International Institute for Restorative Practices (IIRP)	2015

Awards & Honors

Awards & Honors	Organization	Date of Award
Fish Camp Namesake	Texas A&M University	2019
Dean of Students Staff Member of the Year	Lehigh University	2015
Dean of Students Inclusive Leadership	Lehigh University	2014

Synergistic & Collaborative Activities

- Develop Curriculum for multiple leadership programs, 2022-present
- Co-created the CED Academy to train instructors to teach in Executive Education Programs within Mays Business School, 2023
- Chaired the Buck Weirus Spirit Award Committee, the most prestigious student involvement award at Texas A&M, 2016-2022
- Supported 1,100 student organizations at Texas A&M University including The Big Event, Student Government Association, Muster, Silver Taps, Fish Camp, Aggie Transition Camp, CARPOOL, etc, while serving as the Director of Student Activities, 2016-2021
- Served on the Assistant Vice President for Student Affairs Search Committee, 2021
- Served on the Associate Vice President for Student Affairs Search Committee, 2019
- Chaired the Hazing Prevention and Education Working Group, 2019-2020
- Chaired the Fraternity and Sorority Life Excellence Committee, 2018-2021
- Gallup's Q12 and High Performing Teams Division of Student Affairs Working Group, 2020-2021
- Served on the Comprehensive Program Review for multiple departments including Department of Multicultural Services and Student Life, 2018-2019.
- Served on the *Deep from the Heart: One America Appeal Concert* Committee focused on Hurricane Relief and presence by all five (5) living presidents, 2017
- Served on the Board of Directors for Leadership Trainer, an organization that trains and certifies master leadership facilitators, 2018-2021
- Co-representative to the United Nations on behalf of Lehigh University, 2015-2016
- Over 100 invited keynotes/workshops on leadership (team development, emotional intelligence, leadership, etc).

Conferences Attended

- UNICON Team Development Conference, Lisbon, Portugal, 2024
- UNICON Team Development Conference, Montreal, Canada, 2023
- CMED Director's Conference (presenter), virtual, 2023
- UNICON Team Development Conference, Vancouver, Canada, 2022
- CMED Annual Conference, Boca Raton, FL, 2022
- Texas Student Activities Directors Meeting, Waco, TX, 2019
- AFA Annual Conference, Dallas, TX, 2018
- NASPA Annual Conference (presenter), Philadelphia, PA, 2018
- Texas Student Activities Directors Meeting, Waco, TX, 2018
- AFA Annual Conference (presenter), Atlanta, GA, 2017
- Texas Student Activities Directors Meeting, Waco, TX, 2017
- AFA Annual Conference (presenter), Boston, MA, 2016
- NASPA Annual Conference, New Orleans, LA, 2015
- CIES Annual Conference, Washington DC, 2015
- NASPA Annual Conference, Baltimore, MD, 2014
- NASPA Annual Conference, Orlando, FL, 2013
- AFA Annual Conference, St. Louis, MO, 2011
- NASPA Annual Conference, Philadelphia, PA, 2011