

DEBRA BROSAN, MA OD, ACC

DEBRA@GESTALTWORKS.NET

P.O. BOX 74,

NEW HOPE, PENNSYLVANIA 18938

(215) 350-1878

PROFILE

EXECUTIVE PROFESSIONAL with experience in all aspects of strategic planning, training, organization development and change. Experienced in coaching, change management and facilitation of large and small groups in various settings: corporate, family business, educational, healthcare, non-profit and faith-based institutions. Maintains a strong client-centered orientation and skilled in identifying needs and co-created solutions. Works well with individuals from diverse backgrounds and at all levels of leadership and management.

PROFESSIONAL EXPERIENCE

GESTALTWORKS, New Hope, PA
www.gestaltworks.net

1993-Present

Organization Development Consultant

Contract consulting on strategic planning, organization development, training projects and coaching

REPRESENTATIVE CLIENTS AND PROJECTS

Senior Team Development and Leadership Development

- J.R. Reckner & Company
- Legacy Publishing
- Bristol-Meyers Squibb, Organization Development and Learning Team
- Rodef Shalom Congregation of Pittsburgh, PA
- Jewish Federation of Southern New Jersey
- Scarsdale Synagogue
- The Princeton Jewish Center

Strategic Planning

- University of West Virginia
- NYU College of Nursing
- Community Connections, Inc.
- The Aquetong Watershed Association
- Bucks County Conservation District, Commonwealth of Pennsylvania
- Jewish Learning Venture
- A Way In
- Committee for Hispanic Children and Families
- Bethel A.M.E. Church
- Har Zion Temple
- Congregation Rodef Shalom, Pittsburgh

Retreat Facilitation

- The Philadelphia Bar Foundation
- The Philadelphia Holocaust Remembrance Foundation
- Jewish Theological Seminary
- United Synagogue of Conservative Judaism

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- Various Synagogues

Mergers, Collaborations and Blending's

- Alfa Packaging and Corrugated Inter-Pak
- Centocor and J&J
- NOP World
- Jewish Family Services – Northern New Jersey
- 430 Demott
- Rodef Shalom and Beth Shalom of Pittsburg's Religious School

Assessment and Evaluation

- PASE, The Partnership for Afterschool Education
- Jewish Federation of Northern New Jersey

Business Development

- United Contamination Control, Trevese, PA
- High-level sales with NASA and Orbital, Inc.
- Edie Seashore and Michael Broom, OD Consulting

The Learning Key, Inc.

- Facilitator of soft skills training in Pharmaceutical sector
- Galaxo Smith Kline, Global Strategic Initiative, Athens, Greece

MSB Training and Consulting, Princeton, NJ

- Large Scale Change: Sales strategy, consulting and training
- Developed coaching modules to the overall sales training

The Welcoming Center for New Pennsylvanians

- Large Scale Change: Succession Planning
- Assessment and recommendations for a re-organization of infrastructure

JEWISH LEARNING VENTURE, Melrose Park, PA

2009- OCT. 2011

Director, Organization Development

October 2009, ACAJE and JOP merged organizations. Transitioned to full time as senior staff.

- Lead large scale Synagogue change initiative teams (Reshet, Catalyst Grant, Institutional Strength)

Accountable in:

- Design and facilitation of Strategic Planning for the merged agency
- All program development and grant proposal writing for capacity building and organization development
- Developing metrics to evaluate capacity building initiatives
- Mentoring and collaboration with boards/volunteers in leadership development, board development, senior team functioning

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- Design, development and delivery of an ongoing initiatives on community collaboration for 25 organizations to build capacity in order to share resources, collaborate, partner or merge
- Strategic facilitation of “difficult conversations”

Consultant for Organization Development

2004- 2009

Employed as a part time consultant with external focus on leading change and organization development in Volunteer-Faith Based Organizations.

Accountable in:

- The key role of facilitating organizational change in synagogue schools on a project basis. Consult with two Nurturing Excellence in Synagogue Schools, two Limmud Foundation schools.
- Management and facilitation of the Designated School Program with a focus on board and team development.
- Development of relationships with organizational leaders and boards in 57 synagogues and responsible for all organization development programming.
- Utilization of new technologies and the creation of e-committees
- Presenting at regional and national conferences as a content expert in organization development in synagogue systems

ALFA PACKAGING CORPORATION, Croydon, PA

1980 – 1993

President, Owner

Family owned business, founded in 1969. Established the company as a leader in packaging design and innovation, 50,000 sq. ft. plant, 100 employees. Served a variety of business sectors: military, manufacturing, service industries.

Accountable for:

- Oversight of all operational, financial, business development, and personnel aspects
- Developed a “sales organization” with a 13-year track record of surpassing sales quotas within highly competitive markets
- Responsible for analyzing business trends and new markets to enter
- Oversight of large packaging projects for the Government of Israel, Mack Trucks Inc, Northrop Grumman, Boeing
- Executive presentations and negotiations
- Key account acquisition and retention
- Moved business from a 15,000 sq. ft. building to a 30,000 sq. ft. building
- Negotiated all large purchases of equipment and real estate
- Negotiated and facilitated sale of company in 1993 to a national packaging concern
- Maintained relationships with key accounts as a packaging consultant

OTHER EMPLOYMENT

SAINT JOSEPH’S UNIVERSITY, Philadelphia, PA

2010-Current

Adjunct Faculty

MODL, Masters in Organizational Development and Leadership

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Organizational Change, A Gestalt Perspective
Organization Development Theory and Practice
Human Resource Excellence Center, Shanghai, China
Global Study Tour, Italy

GESTALT INTERNATIONAL STUDY CENTER, Wellfleet, MA

2011-Current

Adjunct Faculty

Leadership in the 21st Century
Creating a Culture of Continuous Improvement
Advanced Skills for Consultants

EDUCATION AND CERTIFICATIONS

FIELDING GRADUATE UNIVERSITY, Santa Barbara, CA

2003

Masters of Arts, Organizational Development

TEMPLE UNIVERSITY, Philadelphia, PA

1984

Bachelor of Science, Education

THE INTERNATIONAL COACH FEDERATION, National

2012

Associate Certified Coach

PROFESSIONAL DEVELOPMENT

Group Development Questionnaire (GDQ)

2012

Team and group diagnostic on productivity

Compression Planning

2011

A tool for storyboarding

Leadership in the 21st Century

2010

Gestalt International Study Center, Wellfleet, MA
Year long training program on leadership development

Interactional Group Process

2007-2009

Group independent study with Bud Feder, PhD, author of definitive text on Gestalt group work

Gestalt International Study Center, Wellfleet, MA

2007-Present

Professional Associate

The Cape Cod Training Program, An Intervention Model For Consultants,

2008

Executives and Therapists Working With Organizations, Couples and Families
Gestalt International Study Center, Wellfleet, MA

Practitioners Program, Advanced Organizational Development

2004

Edie Seashore and Michael Broom, Faculty at American University's NTL Program

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Meyers Briggs Type Indicator ®

APT Qualifying Program

2003