

JEANINE PAROLINI

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Leadership – Organizational Development

- PROFILE:**
- High-caliber leadership experience in training & development, multi-project management, strategic planning and creative instructional initiatives in educational, non-profit and Fortune 500 business environments.
 - Highly skilled in developing and implementing successful strategic growth plans with a creative, visionary approach ensuring successful delivery of high productivity and efficiency results.
 - Solid expertise as a high-performance team builder in the design and implementation of unique programs for a diverse base.
 - Effective hiring, management, deployment, and development of top-notch talent at staff and volunteer levels; formation and motivation of teams to achieve peak performance while maintaining top quality standards and meeting aggressive growth objectives.
 - Proficient as a major rev-gen leader in all aspects of the sales process, including competitive analysis, brand positioning, and executive relationship building.
 - Multi-tasking talents in performance benchmarks, organization, needs analysis, and attention to detail in fast-paced educational, non-profit, and business situations.

EXPERIENCE: Jeanine Parolini Consulting, Chanhassen, MN 2003 – Present
Effectively provides substantial leadership and organizational development services to non-profit, for-profit, and educational organizations.
Services include leadership and team consulting, leadership/organizational assessment, diagnosis, intervention, coaching, training/facilitation and conciliation.
Partnerships encompass teaching for universities, seminaries, and organizations along with writing projects.

North Heights Lutheran Church, Arden Hills, MN 2003 – 2007
Director – Adult Discipleship and Small Groups
Developed and implemented innovative and visionary strategies for transformational discipleship, group life, and staff/leadership development for this 3,500 to 8,000-member church.
Worked closely with departments to design and launch experiences and programs which improved adult growth, overall productivity, professionalism, and operating efficiencies.
Built and supervised professional staff and volunteers in all operating policies and procedures.
Teaching environments encompassed small groups, classroom instruction, guest speakers, and detailed public presentations.
Course topics introduced include Servant Leadership, Group Leadership Orientation, Conflict Resolution, Intentional Coaching, Mentoring an Apprentice, Christian Discipleship, and related issues.

- Organized and facilitated the first all-church leadership event for over 330 leaders.
- Oversaw the holistic development of over 300 deacons, along with introducing a deacon core team and deacon screening process.
- Facilitated all aspects of a group life event with 650 participants.
- Partnered with staff and different ministries to lead several thousand adults and leaders through discipleship and group life experiences.
- Served on Adjunct Faculty with the Master's Institute in Roseville, MN; created unique courses in servant leadership, organizational and group growth.

Willow Creek Community Church, South Barrington, IL 1999 – 2003
Program Manager/Teacher
Key participant in helping to guide and coordinate a variety of organizational programs in different assignments at this leading US mega-church.

- Personally coached and mentored a leadership base which oversaw 40 staff members and 700 volunteers with the Harvest foodservice ministry from 2002-2003.
- Oversaw training and motivation for up to 15 coaches and up to 60 volunteer leaders at the 800-member Wheaton satellite location.

- Acted as Division Leader for a medium-sized group in the Single Adult Ministry; expanded small group, serving group, and membership participation.
- Facilitated various aspects of the Marriage Ministry, including pre-marital counseling, child dedication and couples mentoring.

The People Partners, Lake in the Hills, IL

1996 – 2003

Principal

Started this consulting business to develop and provide customized coaching and training programs to a corporate, municipal and non-profit executive clientele.

Gained hands-on experience in all aspects of target marketing, promotions, contract negotiations, pricing and P&L.

- Clients included Drummond American, Paramount Arts Center, John Swift, Illinois Association of Park Districts, Village of Carol Stream and others.
- Specialized in teaching courses on Leadership, Team Building, Conflict Resolution, Time Management, Stress Management and Project Management.
- Served on the Adjunct Faculty at Olivet Nazarene University, Oakton College and DuPage Community College from 1996-1998; taught various management and leadership courses.

Data Documents, Crystal Lake, IL

1983 – 1995

Senior Account Representative

Prospected, sold and supported printing and labeling services in a multi-state district for this \$225 million designer and printer of forms and documents for a variety of functions.

Performed market research and competitive analysis to identify and follow-up on business opportunities in manufacturing, retail, financial services, schools and other industry niches.

- Ranked as the leading producer out of ten representatives in the district for eight straight years.
- Earned four separate "President's Honor Roll Awards" for outstanding performance.
- Successfully closed accounts with Grainger (\$750,000), Honeywell (\$200,000) and Crate & Barrel (\$200,000).
- Received the "Supplier of the Year" designation from Grainger.
- Gained extensive experience in staff coaching, mentoring and orientation in sales techniques, customer service and product lines.
- Promoted to this position through levels of increasing responsibility because of excellent work performance

EDUCATION:

Regent University, Virginia Beach, VA

2007

Ph.D. Degree in Organizational Leadership

Bethel Seminary, St. Paul, MN

2003

M.A. Degree in Transformational Leadership

Dominican University, River Forest, IL

1991

M.B.A. Degree in Marketing/Finance

Rosary College, River Forest, IL

1983

B.A. Degree in Business Administration

PROFESSIONAL TRAINING:

- Certification; Institute of Christian Conciliation, 2005-2007.
- Conflict Coaching & Church/Organizational Intervention Training, 2005.
- Strengthsfinder Coaching Training, 2003.
- Coaching Training through the International Coaching Society, 1996.

ACTIVITIES:

- * Leader of Leadership Development, Westwood Community Church.
- * Faculty Development Committee and Seminary Alumni Council, Bethel University.
- * Institute of Christian Conciliation and Peace, Coach and Instructor.