

Virginia Weber Denny

502-852-7765 • virginia.denny@louisville.edu

Leadership and Management Experience

- Currently lead Corporate and Executive Education for the University of Louisville College of Business providing:
 - Strategic leadership for the college
 - Facilitation, training, development, and consultation services for corporations and nonprofits in the Louisville area and beyond
 - Strategic guidance and structure for the design and development of new non-credit programs with faculty and contractors
 - Organizational change leadership
- Currently provide leadership to help the College of Business create non-degree certificates, build strategic partnerships, raise enrollment and revenue, and build the partnerships and capabilities to deliver world-class online learning.
- Served on the university-wide strategic planning initiative
- Through leadership, continuous improvement and innovative initiatives, transformed the service offerings and processes of the Professional Development unit to meet current needs in the business environment. Successfully handed off day-to-day leadership of the unit.
- Transformed the Event and Conference Services unit by staffing, re-engineering business processes, establishing clear goals and metrics, establishing a sales unit and related systems, and refining key partnerships such as caterers.
- Provided leadership, consulting and facilitation to embrace innovation and implement new systems as the Teaching Innovation Learning Lab took shape and began their work.
- Stepped into the role as co-principal investigator for a strategic grant (APLU Adaptive Learning Grant) to help get the program established and until the grant director could be hired.
- Served as Co-Chair of the board to create and deliver the annual Conference on Management and Executive Development to an international audience. Streamlined systems and established a new standard of excellence.
- Lead a team that creates award winning learning systems for major initiatives within the university including Performance Takes Flight, University Business Training, Successful Supervisor Series, and Business Best Practices for Department Chairs.
- Negotiate contracts and lead the negotiation of contracts with external corporations and organizations to provide consulting and learning and development services as well as leases and rentals. Contracts range from short-term MOAs under \$10,000 to multi-year contracts.
- Sell and lead the business development efforts to produce revenue for the university through consulting services and event and conferencing services.

Consultant and Facilitator Experience

- Currently provide strategic planning, organization development and facilitation services to the Delphi Center and the College of Business
- Facilitated strategic planning, problem solving, professional development and team building events for a wide range of organizations including Zappos, Galt House, Texas Road House, Joint Special Operations Command, US Army commands at Fort Knox, Papa John's, Rohm and Haas,

Justice AV Solutions, United Parcel Service, IBM, Shell Oil, Brown Forman, Humana, Capital Holding, and many others.

- Designed and deployed a statewide strategic planning initiative for Kentucky state government and led a team of consultants and facilitators. As a result, every cabinet in Kentucky government had a full strategic plan for the first time in history.
- Provided consultation and facilitation services to help University of South Carolina Lancaster develop their 50th anniversary strategic plan.
- Master facilitator with over 10,000 hours of direct service delivery; consistently delivered 200-300 hours of training, facilitation and public speaking per year.
- Proficient in large group facilitation techniques (50-300 participants) including open space, appreciative inquiry, future search, and others.
- Skilled in active learning/experiential learning techniques.
- Certified to teach/facilitate Meyers-Briggs Type Indicator, StrengthsFinder, DiSC Behavioral Styles assessment, Entrepreneurial Mindset Profile, Conflict Dynamics Profile, Situational Leadership and others.

Program and Curriculum Development Experience

- Directed the needs assessment, design, development, piloting, evaluation and deployment of enterprise-wide initiatives including the University Business Training program for the University of Louisville (a mandatory 18-month certification program for over 250 employees). The program utilized online asynchronous modules, action-based learning classroom sessions, certification exams and “fingertip” online resources.
- Conduct needs assessment and design curricula for a wide range of corporate, non-profit, governmental and educational organizations that link business initiatives and strategies directly to learning and skill development.
- Proficient in innovative, progressive methods including blended learning, scenario-based learning, simulations, active learning, synchronous and asynchronous online learning and flipped classroom.

Professional Employment

- **University of Louisville, College of Business** 2018-Present
Assistant Dean, Corporate and Executive Education
- **University of Louisville, College of Business** 2017-2018
Strategic Partnership Liaison (and continued as Associate Director of the Professional Development Unit, Delphi Center)
- **Joint Special Operations Command** 2014-Present
Principle Investigator for a five year contract to deliver leadership development programming and related services
- **University of Louisville, Association for Public and Land Grant Universities** 2016-2017
Adaptive Learning Grant
Co-Principle Investigator
- **University of Louisville Delphi Center, Professional Development and Event and Conference Services units** 2014-2019
Associate Director

- **University of Louisville Delphi Center, Professional Development Unit** 2009-2014
Assistant Director
- **University of Louisville Delphi Center, Professional Development Unit,** 2005-2009
Louisville, Kentucky
Senior Consultant for Professional Education (part time)
- **Denny Consulting,** Louisville, Kentucky 1999-2008
President
- **Miller Consultants,** Louisville, Kentucky 1989-1999
Senior Consultant
- **Governmental Services Center,** Frankfort, Kentucky 1981-1989
Senior Trainer

Education

Master of Science

Human Resource Education
University of Louisville (2011) GPA 3.96

Bachelor of Arts

Organizational Communication and Psychology (double major) with an emphasis in Spanish
(1981), GPA 3.97 *Summa Cum Laude*
University of Kentucky

Representative List of Clients and Projects

- **Joint Special Operations Command, Fayetteville, NC**
Established a partnership with JSOC to provide civilian leadership training. Extended a multi-year partnership into a five-year contract. Provide consultation and on-going innovation to meet the challenging needs of this elite workforce.
- **US Army Human Resources Command, Recruiting Command and Cadet Command, Fort Knox, KY**
Established a civilian leadership program and secured a contract to continue the programming.
- **EMPOWER Kentucky, Kentucky State Government**
Established and delivered curriculum to support business process redesign across all functions in state government; designed and deployed a statewide facilitation process for strategic planning at the cabinet level; facilitated top leaders meetings and decision making processes. Redesign efforts saved over \$700 million for taxpayers.
- **Rohm and Haas, Worldwide**
With a worldwide team, developed and deployed a curriculum and coaching process to help trainers become performance consultants, achieving a worldwide alignment of performance improvement strategies.
- **University of South Carolina, Lancaster, SC**
Facilitated the strategic planning process resulting in a multi-year plan to transform the organization.
- **Louisville Gas and Electric/Kentucky Utilities, Louisville, KY**
Established and maintain a decade-plus consulting partnership, providing instructional design, needs assessment, programming customization and deliver and evaluation services. Assist in nationally awarded programming including high-potential leadership training and skill intensives.

- **Churchill Downs, Louisville, KY**
Consulted with human resources and facilitated the design, development, and deployment of innovative, multi-level customer service training.
- **Papa John's, Louisville, KY**
Led a team to design and deliver multi-media and blended learning solutions to support the development of strategic corporate competencies.
- **Galt House, Louisville, KY**
Led the team to design, develop and deliver a multi-tiered curriculum to support business initiatives.
- **Louisville and Kentucky Chambers of Commerce**
With a consulting team, designed, conducted, analyzed and published workforce and small business needs studies in the manufacturing and healthcare industries.