

**CURRICULUM VITAE of
IVA VURDELJA**

EDUCATION

<u>Institution</u>	<u>Location</u>	<u>Degree</u>	<u>Date</u>
Antioch University	Yellow Springs, OH	Ph.D. Leadership and Change	2011
Loyola University	Chicago, IL	M.S. Organization Development	2001
DePaul University	Chicago, IL	B.A. Liberal Arts	1999

PROFESSIONAL CERTIFICATIONS

- Certified Executive Coach – Center for Executive Coaching, 2017
- Certified in Online Teaching – Loyola University Chicago, Faculty Center for Ignatian Pedagogy, 2016
- Certified in PROSCI/ADKAR Change Methodology, 2012
- Certified in Developmental Assessment, IDM Institute, 2010
- Master Certified in Developmental Coaching/Consulting, IDM Institute, 2009
- Certified Change Management Professional (LaMarsh Managed Change™), 2007
- Licensed Intercultural Development Inventory® Practitioner, 2002

ACADEMIC EXPERIENCE

- 2016-present Adjunct Instructor, Loyola University Chicago, Chicago, IL
Quinlan School of Business, MBA and MS in Human Resources programs
- 2017-present Adjunct Instructor, Marquette University, Milwaukee, WI
Management Department
- 2018 Visiting Professor, Novel Academy, Graduate School of Business, Pokhara, Nepal

- 2004 Visiting Professor, Thunderbird University, Graduate school of International Management, Geneva, Switzerland, Visiting Faculty, 2004
- 1999-2000 Instructor, DePaul University Chicago, Office of Applied Innovations Chicago,

COURSES TAUGHT

Undergraduate

Organizational Behavior – Loyola University Chicago

Graduate

Human Resource Development - Loyola University Chicago

Group Dynamics and Facilitation Skills – Loyola University Chicago

Organization Development and Change – Loyola University Chicago

Corporate Social Responsibility – Marquette University, Novel Academy

Organizational Ethics – Marquette University

Character-driven Leadership – Marquette University

Global Leadership – Thunderbird University

Competing through People – Thunderbird University

Cross-cultural Communication – Thunderbird University

Executive Education Seminars

Leadership Mindset for Complex Times – Loyola University Chicago

Leadership Legacy and Cultural Agility – Loyola University Chicago

NON-ACADEMIC PROFESSIONAL EXPERIENCE

- 2013 – present Founder and Managing Partner, Requisite Development, LLC
Utilize adult development theory, complexity theory, and leadership coaching skills to conduct executive assessments and facilitate development of next generation leaders as change agents.
Designed, tested, delivered, and evaluated comprehensive programs for strategic/transformational thinking for multiple groups of senior executives in banking, healthcare, insurance, and global not for profit industries.

- Organizational context analysis and recommendations for organizational design through realignment of infrastructure, people's competencies and managerial leadership practices to meet organizational strategic goals. Provide developmental coaching and mentoring support to graduate students and high potential leaders in various business organizations.
- 2017– 2019 Project Manager, Apex Systems, Church falls, VA (Consultant, IRS)
Provide program-level support for enterprise-wide modernization of client's existing infrastructure, including transition from legacy applications and data storage to Next Generation Infrastructure. Focus on strategic planning, risk management, and communications.
- 2016 – 2017 Organization Development and Change Architect, TekSystems, Baltimore, MD
Provided organization development strategy, advice and counsel to MedStar leaders and medical services providers during enterprise-wide implementation of electronic medical records to a network of medical facilities in Washington, DC, Maryland, and Virginia.
- 2015 – 2016 Change Management Lead TekSystems, Milwaukee, WI
Applied extensive expertise in operations, change management, and leadership to direct the design and execution of change strategies for multiple enterprise-wide projects.
Mentored and coached change leaders and internal consultants on multiple, high-profile initiatives.
Applied transformational thinking framework to design and implement a series of development workshops with group leadership resulting in clearly defined vision, mission, parameters, and design of a new organizational effort.
Designed and facilitated a series of sessions to build high performing teams for multiple project teams.
- 2013 – 2014 Senior Consultant, Change Management Lead, TekSystems, Bloomington, IL
Developed and led the execution of change management strategies for multiple enterprise-wide transformational initiatives, including unified communications, application hosting services, and workforce management.
Designed, implemented, and led a developmental program for mentors to support new employee onboarding across multiple hub locations.
Implemented communication and training strategies for multiple customer service centers.
- 2012 – 2013 Senior Consultant, Strategy, Culture, & Talent Development, TekSystems, Bloomington, IL

Partnered with key business leaders to develop and direct the execution of culture change initiative for a newly formed function in Software Engineering Department. Coached and mentored managers and team leads through a transition to senior leadership roles. Assisted senior leaders in defining organizational goals and strategic plans.

Designed, directed, and successfully implemented a culture change initiative, resulting in an agile, innovative and collaborative high-performing work environment.

- 2011 Change Management Project Manager, Accenture/Collabera, Chicago, IL
Planned, implemented, and supported change enablement activities and stakeholders' engagement for updating Accenture Delivery Methodology (ADM) for Infrastructure, impacting consultants in 20+ countries. Successfully created and managed the global program for ADM for Infrastructure champions' engagement.
- 2009 – 2011 Research & Consulting Associate/Ph.D. Candidate, Interdevelopmental Institute, Boston/Antioch University, Yellow Springs, OH
Conducted developmental assessments to identify the current level of cognitive complexity and social-emotional maturity for senior executives. Provided leadership coaching to senior executives to increase performance in complex work environments.
Completed doctoral dissertation research with a focus on change sponsorship and integrative thinking.
- 2005 – 2008 Management Consultant/Business Transformation Services, Keane, Inc., Management Consulting Services, Chicago, IL
Assessed organizational readiness and provided alignment and support for a major transformational change to stakeholder groups and identified potential barriers/risks, resistance issues, cultural and communication issues. Developed change strategies and implementation roadmaps in technology led programs (ERP implementation process) by using Prosci/ADKAR methodology, while guiding and supporting executive sponsors during implementation and review phases. Developed sponsorship capacity among client's senior executives for leading transformational change.
Designed and implemented operational tactics and established multiple performance measurement systems.
Evaluated effectiveness of client's existing organizational structure and recommended realigning structures with business strategy and objectives to help move organizations from current state to desired future state.

PUBLICATIONS

Vurdelja, I. (2019). Dialectical thinking, adult development, and leadership. (in J. Reams, (ed) *Maturing Leadership: How Adult Development Impacts Leadership*, Bingley, United Kingdom: Emerald Publishing. Accepted, expected publication Fall 2019.

Vurdelja, I. (2011). "[How Leaders Think: Measuring Cognitive Complexity in Leading Organizational Change](https://etd.ohiolink.edu/)" (Electronic Thesis or Dissertation). Retrieved from <https://etd.ohiolink.edu/>

Vurdelja, I. "IDM Gateway - A Portal into a New World of Understanding" Hidden Dimensions Insights, March 2009

SEMINAR PRESENTATIONS

"Contemporary Issues in Corporate Social Responsibility" CEO Forum for regional business and educational leaders hosted by Novel Academy, Pokhara, Nepal - 2018

"Leadership Legacy and Cultural Agility" – American College of Surgeons, Chicago, IL 2016

"Thinking through Change - Foundations of Transformational Thinking" Program, SyNet – Global Leadership Development Consulting, Munich, Germany, 2015

"Thinking through Change - Foundations of Transformational Thinking" – McDonalds Corporation, Leadership Development and Talent Development Function Annual Retreat, Oak Brook, IL 2014

"How Leaders Think – Understanding Cognitive Complexity in Leading Transformational Change" Guest lecturer at Northwestern University, Chicago 2011, 2012, 2013, 2014

"Change Your Thinking – Change Your Business" I AM International Conference in Amsterdam, Netherlands 2013

"Change Management – Science or Art?" – Lincoln College, Normal, IL 2013

"Thinking through Complexity" Advanced Sponsorship Series – Highmark Executive Team, Pittsburgh, PA 2013

"Invisible Dimensions of Leadership: Leaders as Sponsors of Organizational Change" International Leadership Association Conference in Prague, Czech Republic 2009

PROFESSIONAL ASSOCIATION SERVICE AND HONOR SOCIETIES

European Society for Research in Adult Development

International Leadership Association

Interdevelopmental Institute

OD Network Chicago
Network of Organizational Change Managers
Conner Academy
Center for Executive Coaching

ADDITIONAL TRAINING

The Neuroscience of Change (2019)
Next Stage World – Pro-Action Europe, Halki, Greece (2019)
The Journey of Integration – Dan Siegel (2018)
The Art of Developmental Coaching (2017-2018)
Coaching Agile Teams (2017)
Developing Agile Organizations (2017)
Next Level Practitioner –National Institute for the Clinical Application of Behavioral Medicine
(2016)
Best of the Leadership Coaching Summit (2013-2016)
Adult Cognitive and Social Emotional Development (2008)