

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, Concentration in International Business	1999

ACADEMIC EXPERIENCE

2017-present	Adjunct Instructor of Practice, Marquette University, Milwaukee, WI Graduate School of Management
2016-present	Adjunct Faculty, Loyola University Chicago, Chicago, IL Quinlan School of Business
2018	Visiting Professor, Novel Academy, Graduate School of Business, Pokhara, Nepal
2004	Visiting Professor, Thunderbird University, Graduate School of International Management, Geneva, Switzerland
1999-2000	Instructor, DePaul University Chicago, Office of Applied Innovations Chicago

COURSES TAUGHT

Graduate

Concepts for Ethical Business Practice – Marquette University, Graduate School of Management

Character Driven Leadership – Marquette University, Graduate School of Management

Leadership Coaching and Development – Marquette University, Grad School of Management

Organizational Behavior – Marquette University, Graduate School of Management
Corporate Social Responsibility – Marquette University GSM, Novel Academy Nepal
Human Resource Development - Loyola University Chicago, Quinlan School of Business
Group Dynamics and Facilitation Skills – Loyola University, Quinlan School of Business
Organizational Change and Development – Loyola University, Quinlan School of Business
Global Leadership – Thunderbird University, Graduate School of International Management (GSIM), Geneva, Switzerland
Competing through People – Thunderbird University, GSIM, Geneva, Switzerland
Cross-cultural Communication – Thunderbird University, GSIM, Geneva Switzerland

Undergraduate

Business and Its Environment – Marquette University, Graduate School of Management
Organizational Behavior – Loyola University Chicago, Quinlan School of Business

Executive Education Seminars

Leadership Mindset for Complex Times – Loyola University Chicago, Executive Education
Leadership Legacy and Cultural Agility – Loyola University Chicago, Executive Education

PROFESSIONAL CERTIFICATIONS

Certificate in Inner MBA – New York University, 2021
Certificate in Facilitating an Online Course – Marquette University, 2020
Certified Executive Coach – Center for Executive Coaching, 2017
Certificate 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

NON-ACADEMIC PROFESSIONAL EXPERIENCE

- 2019 – present Premier Fellow Leadership Coach at BetterUp Co.
- Supports leaders at all organizational levels to improve individual resilience, adaptability, and effectiveness through coaching and mentoring.
- 2013 – 2023 Founder and Managing Partner, Requisite Development, LLC
- Coaching: Integrated adult development theory, complexity theory, and conscious leadership to conduct executive assessments and facilitate the development of next-generation leaders as change agents.
- Consulting: 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 Design: Conducted organizational context analysis and recommended organizational design initiatives for achieving strategic goals through realigning infrastructure, people's competencies, and managerial leadership practices.
- Mentoring: Provided developmental coaching and mentoring support to graduate students and high-potential leaders in various organizations.
- 2017– 2019 Project Manager, Apex Systems, Church Falls, VA (Consultant)
- Supported multiple programs for enterprise-wide modernization of IRS existing infrastructure, including transitioning 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, MedStar, Washington, DC
- Facilitated organization development strategy development and advised and counseled MedStar leaders and medical services providers during the enterprise-wide implementation of electronic medical records to a network of medical facilities in Washington, DC, Maryland, and Virginia.
- 2015 – 2016 Change Management Lead, Northwestern Mutual, Milwaukee, WI
- Directed 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 a clearly defined vision, mission, parameters, and design of a new organizational effort.

Designed and facilitated sessions to build high-performing teams for multiple project teams.

2013 – 2014

Senior Consultant, Change Management Lead, State Farm Insurance, 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, State Farm Insurance/TekSystems, Bloomington, IL

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

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, Ohio

Conducted developmental assessments to identify the current level of cognitive complexity and social-emotional maturity of senior executives.

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, provided alignment and support for a significant transformational change to stakeholder groups, and identified potential barriers/risks, resistance, and cultural and communication issues. Developed change strategies and implementation roadmaps in technology-led programs (ERP implementation process) using Prosci/ADKAR methodology while guiding and supporting executive sponsors during implementation and review phases. Developed sponsorship capacity among the client's senior executives for leading transformational change. Designed and implemented operational tactics and established multiple performance measurement systems.

Evaluated the effectiveness of the client's existing organizational structure and recommended realigning structures with business strategy and objectives to help move organizations from the current state to the desired future state.

PUBLICATIONS

Vurdelja, I. (2020). Dialectical thinking, adult development, and leadership, in J. Reams, (ed) *Maturing Leadership: How Adult Development Impacts Leadership*, Bingley, United Kingdom: Emerald Publishing.

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

"Developing strategic capabilities in navigating complexity" – Stockholm, Sweden – 2023

"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" – McDonald's 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 (ESRAD) – Board Member

Center for Applied Dialectics (CAD), Austria – Co-founder

International Leadership Association (ILA) - Member

Interdevelopmental Institute (IDM), Gloucester, MA - Associate

OD Network Chicago

Network of Organizational Change Managers

Conner Academy

Center for Executive Coaching

ADDITIONAL TRAINING

Foundations of Lectical Assessments (2023)

A Comprehensive Course in Interpersonal Neurobiology (2022)

The Global Coaching Summit (2020)

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)

Best of the Leadership Coaching Summit (2013-2016)

Adult Cognitive and Social-Emotional Development (2008)