

facilitated LEARNING

Design and Facilitation for Work Group Performance and Development

JAN M. WALTON

Jan Walton applies her talents and skills as an organizational development consultant to the effort for continuous learning and growth in the workplace. With over twenty-eight years' experience in organizational development, learning, and human resources management, Jan specializes in the design, assessment and evaluation of organization learning systems, facilitation of team retreats and change initiatives, and performance development and work process improvement.

Jan serves the international organizations of the United Nations System, governmental agencies, and non-profit and organizations that work in health, education and social justice fields, and leads a team of consultants working on such initiatives through her company, *Facilitated Learning*. Most of her work is for organization initiatives where she provides expertise, facilitation and design leadership on strategic interventions in coherence with human resources management and organizational development mechanisms. She is experienced in developing global programs in a change management context; managing implementation in multiple locations through dispersed teams; skilled in analysis to draw conclusions and recommendations from an assessment; and has expertise in survey design, focus group protocols, and diagnostic interviewing.

At team level, Jan is often called upon to design customized retreats where intact work groups challenge themselves to troubleshoot roadblocks in their quest to move from good to great performance. Whether the issues are mostly strategic or mostly interpersonal, she works closely with each group to break through to new ways of working together for success.

The foundation of Jan's consulting expertise is a strong background in human resources management and generalist experience in all HR functional areas. Before consulting, Jan served as a human resources director, supervisory skills development specialist, and job design specialist for managerial and support positions.

Jan earned a Bachelor's degree in Sociology from the University of Michigan, a Certificate in Training and Development from New York University, and Master's degree in Industrial and Labor Relations/ Human Resources Management from Cornell University at Baruch College, all in the United States. She based in New York.