

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 and evaluation of management learning, facilitation of team retreats and change initiatives, and performance development and work process improvement in the context of changing organizational objectives.

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 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 goals. She is experienced in developing learning 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 designs and facilitates customized retreats where new teams envision their work together, and for existing work groups to troubleshoot challenges in their efforts to achieve great performance. Whether the issues are strategic, collaborative, or process-related, she works closely with each group to break through to effective ways of working together for success. In the UN Secretariat, Jan has been facilitating groups for over ten year, and has recently worked with teams from DESA, DPI, OICT, and OHR, and in the UNJSPF.

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.