

DONNA L. MELLEN, Ed.D

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PROFESSIONAL EXPERIENCE

- 20011–Present** **PROFESSOR, M.B.A. in SUSTAINABILITY**
1991–2010 **CORE FACULTY, MASTER’S in MANAGEMENT & MBA in SUSTAINABILITY**
2007–2008 **INTERIM DEPARTMENT CHAIR**
1991–1993 **KEENE SITE DIRECTOR**
Department of Organization & Management
Antioch University New England, Keene, NH
Courses taught:
- Teamwork & Diversity
 - Developing Human Resources
 - Leadership, Entrepreneurship & Leading Change
 - Leadership for Change (for the Environmental Studies Department)
 - Group Dynamics & Leadership I and II
 - Organization Development
 - Systems Theories & the Organization Environment
 - Diversity in the Workplace
 - Self Knowledge for Leadership
 - Professional Seminar
 - Practicum
 - Leadership for Change (for Department of Environmental Studies)
- 1986–Present** **INDEPENDENT CONSULTANT AND TRAINER:**
Leadership, Team & Organization Development
Areas of expertise include:
- Leadership and management development, training, and coaching
 - Team skills training, including collaborative decision-making
 - Team development
 - Meeting facilitation
 - Collaborative strategic planning
 - Collaborative organization development – developing organizational culture, structure, processes, relationships
 - Social diversity
- 1999–2006** **CONSULTANT AND TRAINER**
The Ken Blanchard Companies
Escondido, CA
Areas of expertise include:
- Situational Leadership® II
 - Building High Performing Teams®
 - DiSC® Profile
- 1989–1993** **ADJUNCT FACULTY**
Organization Development Program, University of Massachusetts at Amherst
Taught courses in group dynamics and social diversity. Served on two doctoral dissertation committees.
- 1990–1991** **MANAGER**
1986–1991 **CONSULTANT AND TRAINER**
Staff Training & Development
University of Massachusetts at Amherst
Provided training workshops in leadership, management, and supervision skills to employees and organization development consultation to university departments.

- 1986–1989** **FACILITATOR, SOCIAL JUSTICE TRAINING PROJECT**
University of Massachusetts at Amherst
 Unlearning Antisemitism
 Unlearning Homophobia/Heterosexism
- 1984–1989** **GRADUATE TEACHING ASSISTANT**
University of Massachusetts at Amherst
 Alcohol Education Program, University Health Services
 School of Education:
 Education 609 – Interpersonal & Group Development
 Education 700 – Training Theory & Practice for Small Group Leadership
 Education 720 – Group Process Consultation
 Education 800 – Practicum in Small Group Leadership
- 1974–1986** **SOCIAL STUDIES TEACHER**
1977–1978 **GUIDANCE COUNSELOR**
Amherst-Pelham Regional High School, Amherst, MA

CONSULTATIONS AND TRAINING

Leadership, Team & Organization Development Consultations

- 2012 NCCJ of Connecticut/Western Massachusetts
 2011 Environmental Health & Safety, University of Massachusetts at Amherst
 2010 Greenfield Area Family Networks
 2007–2008 Resource Systems Group
 2000 Resource Systems Group
 1999–2001 Crotched Mountain
 1999 Resource Systems Group
 1998 New Hampshire Public Defender's Office
 1997 Wolfeboro Area Children's Center
 1995–1997 Stanley Storage Systems
 1996–1997 Merrimack County Savings Bank
 1995 Seacoast School of Technology
 1995 Center for Human Development
 1994 Monadnock Region Substance Abuse Services Board
 1994 Smith Vocational & Agricultural High School Board
 1994 Heritage Springfield, Inc.
 1993–1994 Minnechaug Regional High School
 1993 Gill-Montague Regional Schools
 1993 Stillpoint School of Massage
 1993 Resource Systems Group
 1992 Monadnock Region Substance Abuse Services Board
 1992 Buckland-Shelburne Elementary School
 1991 WFCR Public Radio

Training Programs Designed and Delivered

- 2009 "Facilitating Effective Meetings," Hampshire Regional Schools Administrative Team
 2007 "DiSC[®]," Resource Systems Group
 2005–2009 NEIAS Leadership Institute
 2005–2006 "Developing Human Resources," Institute for Nonprofit Management
 2001 "Situational Leadership^{®II}," Hampshire Community Action Commission
 1998 "Situational Leadership^{®II}," New Hampshire Public Defender
 1996 "Giving and Receiving Feedback," Industrial Economics
 1994–1995 "Performance Development" (multiple times), Stanley Works

Focus Group Research & Report

- 2006–2007 Assessment of Service Learning Needs for Keene State College

Future Search and Modified Future Search Conferences Facilitated

2008	Unitarian Universalist Society of Greater Springfield
2001	Working Opportunities for the 21 st Century, sponsored by the Greater Laconia/Weirs Beach Chamber of Commerce
2000	Smith Vocational & Agricultural High School
1999	Hampshire Community Action Commission
1998	New Hampshire Governor's Travel and Tourism Summit
1997	Create Our Destiny: Constructing a Healthy Future for Seacoast LGBTQA People
1995	Region IV Developmental Services
1995	Creating Safe Schools
1994	Regional Services & Education Center
1994	New Hampshire Developmental Disabilities Council
1994	Hampden-Wilbraham Regional Schools

Strategic Planning

2012–2013	NCCJ of Connecticut/Western Massachusetts
2007–2008	NCCJ of Connecticut/Western Massachusetts
2005–2007	Antioch University New England
2004	Monadnock Family Services

Consultations and Training Programs Designed and Delivered for The Ken Blanchard CompaniesThe TJX Companies

2001–2006	"Leading Teams," multiple times to managers and AVPs at various sites in the U.S. and Canada
2003	"Temperament & Team Development"
1999–2002	"Leading Others," multiple time to managers at various sites in the U.S.
1999–2000	Team development consultation with Learning & Development Team
1999	Individual management coaching

Pfizer

2003	"DISCovering Self & Others [®] "
2002	"Situational Leadership ^{®II} " Training for Trainers
2001	"Sharpening the Edge"
2001	"Building High Performing Teams [®] " Training for Trainers
1999–2001	"Building High Performing Teams [®] & Team Chartering," to multiple sales teams at various sites in the U.S.

Novartis

2003	"Building High Performing Teams [®] "
2003	"Situational Leadership ^{®I/DISC} " Training for Trainers
2002	"DISCovering Self & Others [®] " Training for Trainers
2001	"Building High Performing Teams [®] "

KPMG

2002	"Building High Performing Teams [®] "
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IEEE (Institute of Electrical and Electronic Engineers)

2005	"Building High Performing Teams [®] " and team development for IEEE Computer Society
2004–2005	Multiple presentations of "Building High Performing Teams [®] " to IEEE leaders

PRESENTATIONS

1994	"Future Search Conference - An Option for Managing Change to TQM" A TQM Fair: Total Quality Management for New Hampshire Nonprofits Manchester, NH
2011	"Shifting Toward Life's Energy: Positive Approaches to Organizations, Change & Sustainability" AUNE Net Impact, Keene, NH

2013 “Environmental Sustainability and Social Justice”
(scheduled) NCCJ of Connecticut/Western Massachusetts

PUBLICATIONS

Howes, Nancy J., Mellen, Donna L. & Tomey, Edward J. *Partners in Performance: A Collaborative Approach to Nonprofit CEO Development and Appraisal*. The Management Institute/Antioch New England Graduate School and The Corporate Fund, 1998.

Weinstein, Gerald & Mellen, Donna. “Anti-Semitism Curriculum” in *Teaching for Diversity and Social Justice: A Sourcebook*, Maurianne Adams, Lee Anne Bell, Pat Griffin, Eds. Routledge, 1997.

EDUCATION

1989 Ed.D. in PSYCHOLOGICAL EDUCATION/ORGANIZATION DEVELOPMENT
University of Massachusetts at Amherst
Dissertation: “Gilligan’s Theory Extended: Constructions of Self and Relationship in
Dysfunctional Response Patterns”

1977 M.Ed. in COUNSELING
University of Massachusetts at Amherst

1972 B.A. in HISTORY, Summa Cum Laude
University of Massachusetts at Amherst

Additional Professional Development (selected examples)

2012 DESIGN BY NATURE: A CONFERENCE ON SUSTAINABLE DESIGN FOR A NEW EARTH
Omega Institute

2010 APPRECIATIVE INQUIRY IN ACTION: CULTIVATING PRACTICES FOR WELL-BEING
Dr. Diana Whitney, presented at the Massachusetts School of Professional Psychology

2009 “AWAKENING THE DREAMER, CHANGING THE DREAM” FACILITATOR TRAINING
Pachamama Alliance

1997 DIALOGUE AND DIVERSITY
The Dialogue Group

1993 FACILITATING FUTURE SEARCH CONFERENCES
Dr. Marvin Weisbord, Dr. Sandra Janoff

1987 REMAPPING THE MORAL DOMAIN: THE CONTRIBUTION OF WOMEN’S THINKING
TO PSYCHOLOGICAL THEORY AND EDUCATION
Dr. Carol Gilligan - Harvard University

1985 INSTITUTE FOR LIFESPAN CLINICAL-DEVELOPMENTAL PSYCHOLOGY
Dr. Gil Noam, Dr. Robert Kegan - Harvard University

PROFESSIONAL MEMBERSHIPS

Organization Development Network
New Hampshire Businesses for Social Responsibility
Net Impact