

Renee Harness, M.S.

Facilitator, Leadership & Professional Development Consultant

Meridian LEADERSHIP CENTER

Leadership is not only a science, it is an art. And just as in fine art, there is more below the surface of our leadership than meets the eye. Renee Harness has led organization development, training and effectiveness initiatives in corporations and academia for over 14 years. She has held key roles in companies such as Charles Schwab & Co., Inc. and Roche Diagnostics, as well as the University of Indianapolis. As President of the Meridian Leadership Center, Renee continues to focus on engaging the leader within people at all levels.



With a Masters of Science in Sociology from Purdue University, Renee has focused her attention on organizational effectiveness in each of her roles. Key achievements while Director of Learning & Development at Charles Schwab & Co., Inc. included the implementation of a new Management Development curriculum to over 2000 managers in sales, operations and service organizations. Renee worked with leaders to establish The Leadership Challenge®, which became a basis for how to lead at Schwab.

As an Organizational Development Consultant at Roche Diagnostics, Renee played the lead role in design and development of the 2006 Executive Leadership Conference, which focused on The Leadership Challenge™ and 5 Practices of Exemplary Leadership™. Renee also led the practice area of Assessments, including linking 360 degree assessments with Roche Diagnostics Leadership Principles and Competencies. She was recognized as “Business Partner of the Year” for Human Resources for working closely with the business to impact team effectiveness and the customer experience, as well as her leadership development efforts.

AREAS OF EXPERTISE

Leadership Programs

- The Leadership Challenge® Workshop, co-authored by Jim Kouzes and Barry Posner (Master Facilitator can certify your Leaders)
- Customized Programs

Personal Assessments

- Personnel Decisions' Profilor® 360 Assessment (Master Facilitator)
- DISC/PIAV
- Myers Briggs Type Indicator
- Highland's Ability Battery

Team Effectiveness

- New Leader/New Team Integration
- Team Assessments (incl. DISC/PIAV)
- Team Development
- Lencioni's Five Dysfunctions of a Team

Professional Development

- Development Dimensions International (Master Facilitator)
- Adapting to Change
- Management 101
- Interaction Skills
- Conflict Resolution

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Master Facilitator of The Leadership Challenge® and Leadership Practices Inventory® Workshops, co-authored by Jim Kouzes and Barry Posner

CLIENT EVALUATION COMMENTS

Renee is a total professional. Her creative and innovative contributions to our Executive Leadership programs have definitely advanced our organization.

Senior Vice President

Renee Harness coached me on my DISC-PIAV results. Her preparation, knowledge and candor could not have been better. I feel much more “intelligent” around the terms I hear around the organization and she provided some great consulting on what the results mean and I how I can best utilize what I have learned. I was very impressed with how she tailored the information for me, as it is going to be very helpful for me and for my team.

Sales Director

Renee is a great facilitator and able to get everyone at the table to talk in the most difficult subject areas. She helped us to become a more effective work team much quicker than the normal teaming process would have taken by helping us get past the hurdles of getting to know one another's work styles and what was important to us very fast.

Compensation Consultant

Renee has a passion for helping leaders and their team members be more effective. The work that she did for this group demonstrated her ability to work with diverse groups of people, from corporations to government and community organizations in order to impact the results of teams.

Director of Talent Management & Branding