



### **Lisa Sprenkle**

Lisa's area of specialization is organizational development, including succession planning, leadership development, multi-source feedback, performance management and competency-based application development. With over 17 years of HR experience, Lisa has held various human resource management positions as both a consultant as well as practitioner with the organization. She is currently co-owner and Principal for Organizational Performance Consulting.

### **Professional Expertise/Services**

- Senior Manager, Deloitte & Touche
- Manager, Andersen
- Consultant, Watson Wyatt
- Training Manager, Chicago Stock Exchange
- Director of HR, The Talbott Hotel

### **Recent Assignments**

- Currently providing on -going executive coaching for new partners of mid-size accounting firm. Assessments utilized include the Myers-Briggs Type Indicator (MBTI) and custom 360-degree feedback instrument.
- Developed core competency model for a professional services firm. Developed applications of performance management and career planning. Conducted the training, implementation and individual feedback plans. Provided executive coaching for partners.
- Developed customized 360-degree feedback process for leaders of a global paper supplier. Provided one-on-one feedback to executives.
- For a financial services firm, identified organization and training issues. Designed orientation, industry-specific training modules and an individual development planning process.
- Worked with the leadership team of an information services organization during a joint venture. Developed leadership model and assessment tools to define, communicate, and evaluate leaders against critical behaviors and skills required to achieve business objectives and form new culture.
- Provided individual coaching, team alignment and leadership assimilation for global publishing firm.
- Conducted an HR assessment to prioritize internal customer's need for service, as well as satisfaction with existing services for global insurance firm.

### **Education and Professional Affiliations**

- Loyola University, MS, Organization Development
- University of Illinois at Urbana-Champaign, BS
- Society of Human Resource Management, SPHR (Senior Professional in HR) Certification
- Past President of 1000 member local SHRM chapter (SHRP); Current SHRM State Director
- Lominger Certified in the Leadership Architect Suite of Tools
- MBTI Qualified Administrator
- Center for Creative Leadership Certified in 360-feedback Tools (Benchmarks)
- Completed Coach U's "Becoming a Corporate Coach" Training
- Quoted regarding HR issues in Crain's and the Chicago Tribune, speaker at national and local conferences

### **Contact Information**

Organizational Performance Consulting  
7750 N. MacArthur Boulevard, Suite 120-324  
IRVING, TX 75063  
Tel / Fax: 773.392.7333/630.858.7212 • Email: Lisa.Sprenkle@orgpc.com