

Lynn Pollard



Lynn Pollard is a Senior Leadership Consultant and Facilitator with Executive Development Associates. She specializes in leadership development, coaching, and organizational development. With over 25 years of experience, Lynn consistently creates safe environments for her clients to “get to the heart of the matter”, focusing on identifying and building upon client’s strengths while exploring issues that prevent them from moving forward towards sustainable change.

Lynn’s work is customized as she facilitates individuals, teams and organizations in finding practical solutions for complicated and everyday problems. Whether facilitating business issues, coaching leaders, designing training/facilitation, or delivering team-building, strategic planning sessions, or leadership development programs, she tailors her approach to maximize impact and leverage strengths. Lynn is an appreciative inquiry practitioner and an organizational development consultant who can assist you and your organization in building internal capacity and bench strength. Lynn’s clarity and focus produces results.

Lynn has worked with the Daniels School of Business at the University of Denver in designing and delivering programs for leaders on Change Management. She was the Director of the Rocky Mountain Leadership Institute for Public Sector Leaders in State and County Government and also the Director of the Resource Academy Coaching Institute. She has designed and delivered integrated leadership development programs for financial services, retail and commercial services, and IT organizations.

Her skills include:

Leadership Development, Training and Coaching, Facilitation, Strategic Planning, Team Building, Supervisory and Management Training, Appreciative Inquiry, Needs Assessment: Surveys, Focus Groups, and Interviewing, Instructional Design and Development, Training Delivery, Process and Management Consulting, Organizational Development, Conflict Resolution, Training Trainers, Keynotes.

Select clients include:

Woodmen of the World; Children’s Hospital of Colorado, White Wave, Environmental Protection Agency, Denver Water, US Fish and Wildlife, The Medical Center of Lewisville (Dallas/FW), Harley Davidson, Active International, Boulder County, First Data Corporation, Western Union, Wide Open West, ICG Net Communications, CoorsTek, City and County of Denver, Corporate Express, LaFarge (Western Mobil), Dex Media, Craig Hospital, Nordstroms, Denver International Airport, SUN Microsystems, Blue Cross/Blue Shield, Starsys Research, Denver Hospice, North Texas Kidney Disease Associates.

Current Assessment Tools and Certifications:

- Personal Profile System (Extended D.I.S.C.)
- Leadership Skills 360 Feedback Instrument
- Organizational Culture Survey

- Baron Emotional Quotient (EQi)
- Lohminger Competencies
- Hogan Leadership Assessments
- Team Management Systems Profile
- Team Management Profile Systems (TMS)

Education

- ABD PhD, Adult Education and Organizational Development, Temple University, 1983
- Masters in Social Work (Conflict, Communication and Family Systems, Syracuse University, 1973
- Certified in Masterful Facilitation, 1989
- Certified in Diversity Assessment and Intervention, Equity Institute, 1992
- Certified Appreciative Inquiry practitioner, 2000