



**Kathy Davanzo, SPHR**  
*Speaker, Trainer, Facilitator and  
Human Resources Consultant*

Kathy has over twenty five years of speaking, training, facilitation, and human resource management and leadership experiences having served in university, corporate, and nonprofit environments. As a speaker, trainer, facilitator and consultant Kathy focuses on influence and leadership skills and workforce readiness issues.

Kathy is the President of Pelorus Leadership Group, Inc. an organization that conducts research and provides training on workforce readiness issues, generational issues and communication skills. She is also the President of CODA Partners, Inc. an organization that provides long term leadership and team development programs.

Kathy holds a bachelor's degree in English and Communications Education from Miami University and a master's degree in Education from the University of Miami.

Kathy served over three years as the Workforce Readiness Chair for the HR Florida State Council and was a member of the Society for Human Resource Management's Katrina Disaster Response Volunteer Panel. Three times, Kathy received an HR Florida President's award in recognition of volunteer service to the HR profession, the Florida workforce and employers.

Kathy is an avid sailor, and when not sailing, she resides in Gulfport, Florida with her husband, Charlie.



A Pelorus is a navigation instrument used to take bearings and to find speed and distance from offshore.

A Pelorus has a fore sight and a rear sight allowing the navigator to find the best course from where one has been to where one wants to go.

### ***Kathy's Most Requested Topics***

*Work is Changing. Is the Workforce Ready? Is Leadership Ready?*

*Leadership Through the Generational Lens*

*Are they Going or Staying: Retaining Boomers and Their Knowledge*

*Communicating to Influence: Getting Others to Think and Act Differently*

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### ***Representatives of Kathy's Diverse Clients and Audiences***

Bernard Hodes Group  
Chick-fil-A  
Family Resources, Inc.  
First Baptist Church of Dade City  
Freedom Scientific  
Healthsouth  
Nextrade  
Nielsen Media Research  
Pasco-Hernando Community College  
Pinch a Penny  
PSCU Financial Services  
Rooms to Go  
Saint Johns River Water Management District  
Saint Leo University  
Sensidyne  
Smiths-Aerospace (now GE Aviation)

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### **Professional Affiliations**

American Society for Training & Development  
HR Florida State Council  
National Speakers Association  
Society for Human Resource Management  
Certified Minority Business Enterprise (Florida)



## 2009 – Public Speaking Topics

*Kathryn Davanzo, SPHR, President of Pelorus Leadership Group, Inc. was recognized as one of the top 20 speakers at the 2008 HR Florida State Conference held August 25-27 in Orlando, Florida.*

### ***Work is Changing. Is the Workforce Ready? Is Leadership Ready?***

The workforce readiness issue is broad and complex. It is not just education's task, the government's role, a parent's duty or the applicant's responsibility to ensure that current and future workers are capable. It is also a task, role, duty and responsibility of company leadership to recognize and participate in the resolution of issues that can prevent us from having a world class workforce.

Kathy will share information and resources you can use to analyze the workforce readiness issues facing your organization and to create the solutions for those issues. She will also provide three things you can do to demonstrate the cost of doing something and the cost of doing nothing.

### **Leadership Through the Generational Lens**

The experiences of four generational cohorts are impacting today's workplace. Kathy will share what each generation expects and needs from leadership and how leadership has and will change as each generation assumes the leadership role. Finally Kathy will share five steps you can take to prepare your organization for a changing leadership landscape.

### **Are They Going or Staying: Retaining Boomers and Their Knowledge**

Baby boomers are redefining retirement and companies must consider the impact this new definition will have on company operations, growth and finances. Kathy will help you determine how you can respond to the changing needs and expectations of boomers in ways that ensure you can retain the talent and the knowledge that you need for your company's short term needs and long term sustainability.

### **Communicating to Influence: Getting Others to Think and Act Differently**

Learn to influence the thoughts, decisions and actions of others even when we lack the positional power. Gain confidence in speaking the truth to power. Increase your influence by building trust and credibility, eliminating and replacing behaviors that discourage communication and recognizing and adapting to the decision-making styles of others. Learn the value of listening and the power of the question.

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