



***Kathy Davanzo, SPHR
National Speaker and Trainer***

Kathy uses her easy and genuine connection to her audience to create a highly interactive learning environment - incorporating stories, humor, thoughtful quotes and concepts, her experiences and the experiences of her audience into a dynamic, fast paced and informative event.

Kathy provides keynotes, workshops and break-out sessions to help participants clarify and articulate their personal leadership point of view; recognizing that a leader who can clearly define and communicate his or her strengths, experiences, and vision will experience greater and sustained leadership effectiveness.

Recently, her research, writing and speaking events have also focused on the way generational influences are impacting the way we lead and the way work gets done.

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 is a certified administrator of the Leadership Spectrum Profile and the Conflict Dynamics Profile. She is a member of the Advisory Council for the Institute for Professional Development at Saint Leo University.

Kathy is also the President of CODA Partners, Inc. - provider of the Leadership POV™ program and other long term leadership and team development programs.

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 2010
Presentation Topics***

*The Leadership ROI for Meeting
Generational Challenges Head On!*

*The Leader's Point of View: Creating
Sustained Leadership Effectiveness*

Leadership Through the Generational Lens

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

Bernard Hodes Group
Chick-fil-A
College and University Professional Association
Family Resources, Inc.
First Baptist Church of Dade City
Freedom Scientific
Healthsouth
HR Florida State Conference
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)
Suncoast YMCA
University of Tampa

Professional Affiliations

Advisory Council- Institute for Professional Development at Saint Leo University
American Society for Training & Development
Certified Minority Business Enterprise (Florida)
National Speakers Association
Society for Human Resource Management
Suncoast Human Resource Management Association
SR HRD Forum



Kathryn Davanzo, SPHR, President of Pelorus Leadership Group, Inc. is a high- energy speaker who makes a connection and secures participation with all types and sizes of audiences. She was recognized as one of the top 20 speakers at the 2008 HR Florida State Conference because of her content and her ability to engage her audience.

2010 – Professional Speaking Topics

The Leadership ROI - Meeting Generational Challenges Head On!

Today employees challenge when, where and how work gets done, how and what information gets communicated and how decisions get made. Leaders who understand how generational experiences shape expectations and behavior are best positioned to lead in today's multi-generational workplace.

1. Learn three “returns” leaders get when they invest the time to build cross-generational understanding and relationships.
2. Discover the best ways to get the results you need from each generation in your workplace.
3. Correct the generational myths and misperceptions that can otherwise lead to missed opportunities and miscommunication.

The Leader's Point of View –Creating Sustained Leadership Effectiveness

Explore how leaders, who recognize their strengths, who consciously evaluate how past experiences and learning can and should shape their leadership behavior, and who articulate a clear vision, will experience greater and sustained influence on follower behavior and organizational culture.

1. Explore the points of view of successful leaders.
2. Learn how a leader's point of view develops and evolves.
3. Learn three common beliefs present in the leader's point of view of today's HR leaders.

Leadership Through the Generational Lens - Building Cross-Generational Trust, Relationships and Collaboration

There is an old saying that *people resemble their times more than they resemble their parents*. In the 1970s, Morris Massey said *what we are now is where we were when*. In his programs and writing he posited that that which occurred during our adolescence greatly influenced our current work and relationship behaviors.

If we accept these premises, leading cross-generationally means we need to understand that which has influenced the beliefs and actions of each generation. It also means that the leaders of each generation will have been shaped by the unique experiences of their generation.

1. Consider what each generation expects and needs from leadership.
 2. Identify what causes a leader to disconnect from members of each generation.
 3. Recognize how leadership will change as new generations enter the leadership ranks.
 4. Determine the steps you need to take to prepare your organization for the changing leadership landscape.
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