

ROCHELLE A. WOODS

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LEADERSHIP COACH/SPEAKER/TRAINER

Change agent and big picture thinker with an earned reputation for integrity and honesty.

Leadership Coach/Speaker/Trainer, seasoned corporate leader with a life-long commitment to excellence in leadership. Highly developed interpersonal skills as evidenced by effective people leadership, cross-functional team leadership, facilitation, and effective communication to all levels of an organization with the ability to cultivate and sustain effective partnerships. Creative problem solving and analytical thinking skills.

AREAS OF EXPERTISE

**Employee Development Trainer
Coach/mentor**
Collaborative Partnerships

Strategic Planning / Execution
Talent Acquisition and Retention
John Maxwell Coach/Speaker/Trainer

People Leadership
Cross-Functional Team Leadership
Team Development

WORK EXPERIENCE

TRINE UNIVERSITY- Avon, IN

2015-Present

Facilitator/Teacher for inaugural Lou Holtz Leadership Institute.

- Facilitated for 3 different topics where material was presented in 4 hour blocks. Incorporated real-world experiences into material. Positive feedback from participants.

DOW AGROSCIENCES, a Dow Chemical Company, Indianapolis, IN

2009-2014

Leader-Seeds Technology Center-Seeds Operations

- Implemented and facilitated Employee Development and Mature Workforce Engagement courses. Helped ~150 employees complete an EDP (Employee Development Plan).
- Coach/mentor to many junior professionals. 2 of which are on the High Potential list. Reputation as good coach. Sought out for employee development advice.
- Initiated / drove efforts for Employee Development and Employee Engagement pillar of the AAN (African American Network). Created series the Rules of Engagement of Employee Development. At least 30 people in attendance at each seminar (X4). 80% participation of executive leadership. 25% participants completed EDP.
- Coach/Leader for best practices and team norms for the newly formed Seeds Operations Tech Center team. Planned and facilitated quarterly meetings to achieve a business focused highly functioning team. Results: Increased productivity of team by 20%.

Leader- Biotechnology (Seeds) and Crop Protection-Research and Development

- Charter member of Building Engineering and Science Talent (BEST) Symposium Planning Committee. Served for 6 years on the candidate selection team to identify, recruit, hire and retain under-represented technical PhD talent at Dow. Result was a 90% acceptance overall and an 80% retention rate after 3 years of employment.
- Led cross-functional team and several sub-teams to revise the IP portfolio management process to increase efficiency and improve IP management processes.

THE DOW CHEMICAL COMPANY, Midland, MI

2008-2009

Leader- Core R&D / Biosciences / Ventures / New Business Development

- Led projects, including tracking, resolving issues with stakeholders, and reviewing performance of the project with all managers. Determined key deliverables and potential positive exposure opportunities. 100% completion rate with 85% completed at target timing.
- Developed / initiated solutions, assessed risks, and determined appropriate resources within each project and technology area, ensuring that all stakeholder needs were satisfied. Feedback indicated that my portfolios were 100% in compliance with guidelines for hand-off to other managers. 25% reduction of patent portfolio by deactivating patents on technology no longer salient.

Development Leader - Dow Water & Process Solutions- Research and Development 2005-2008

- Leader of 25 person team that included technical professionals, technicians, contractors, and co-ops to manage and prioritize resources, managed \$5MM budget. Partnered with key stakeholders to assure business success. Coach and mentor to direct reports as well as other employees.
- Regional Chair of NOBCCHE Science Bowl competition. STEM event-Dow sponsored. (2005-2009). Target underrepresented minorities in middle and high school. Sent at least 2 teams to national conference every year where teams placed in top 3 or better.
- Impacted ~150 students during my tenure. Program is still active.

Technical Leader R&D / TS&D - Dow Dispersion Sciences (2004 - 2005)

Group Leader - Engineered Films and Laminates (2002 - 2004)

Project Leader - Engineered Films and Laminates (1997 - 2002)

Product Development Engineer - EF&L and Polycarbonate Research (1990 - 2000)

EDUCATION / CONTINUING EDUCATION

John Maxwell Team Certified Coach/Teacher/Speaker (February 2015)

Master of Science, Polymer Engineering, *University of Akron*, Akron OH (GPA 3.4/4.0)

Bachelor of Science, Biomedical Engineering, *Case Western Reserve University*, Cleveland OH

Six Sigma Black Belt Certification (\$1.4 MM savings)