

Jamie Cornell, MA, SHRM-SCP

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SUMMARY

Seasoned leader with proven track record of driving organizational transformation and fostering sustainable growth. Adept at empowering individuals and boards through coaching, mentorship, and high-impact facilitation, creating cohesive and results-oriented organizations. With extensive experience in board governance, leadership development, and strategic planning, blends visionary yet pragmatic approach to shaping organizational excellence and meaningful impact.

PROFESSIONAL EXPERIENCE

Jamie L Cornell LLC (formerly DIVE LLC) – Denver, CO
Executive Coach, Leadership Workshop Facilitator, & HR Business Partner,
2015 – Present

- Designed and delivered leadership development workshops and coaching sessions for groups ranging from 5 to 25 individuals, leveraging tools such as Everything DiSC, Emotional Intelligence Assessments, 360 Reviews, and Human Performance Improvement techniques.
- Partnered with organizations in both private and nonprofit sectors to address leadership challenges, workforce optimization, and strategic HR planning, driving organizational transformation and mission alignment.
- Conducted tailored 1-on-1 executive coaching for leaders, focusing on skill development, strategic growth, and enhancing leadership effectiveness.
- Built consulting practice, achieving 80% revenue growth over five years while serving over 60 diverse clients through innovative service offerings.
- Designed customized solutions for organizational change, addressing staffing challenges, leadership development, and operational efficiency.
- Facilitated immersive 2–6-hour workshops for executives and managers, emphasizing actionable strategies for communication, conflict resolution, team dynamics, and self-management.

Avalanche Soccer Club – Wheat Ridge, CO

Board President, 2024

Vice President, 2022 – 2023

- Spearheaded recruitment, onboarding, and mentorship of key leadership roles, including Director of Coaching and Executive Director, ensuring alignment with organizational goals and financial constraints.
- Directed execution of annual virtual and live community fundraising initiatives, securing \$10,000 each year to support club operations.
- Orchestrated planning sessions for 9-member volunteer board, establishing clear objectives for staff reorganization and operational improvement.
- Oversaw executive leadership transitions, fostering cohesive board dynamic while navigating governance challenges and ensuring long-term stability.
- Designed organizational restructuring strategies, aligning staff roles with updated priorities and driving growth for community-focused nonprofit.

Empowering Performance, Inc. (EPI) – Denver, CO

Director of Leadership, 2020 – 2023

- Developed and delivered tailored leadership programming and executive coaching solutions for national and multinational organizations, aligning initiatives with business objectives and workforce needs.
- Transformed 15 in-depth 3-hour leadership workshop modules into dynamic and engaging 90-minute Virtual Instructor-Led Trainings, enhancing accessibility and learner retention.
- Facilitated leadership development programs, incorporating cutting-edge methodologies to strengthen communication, and conflict resolution.

CORE COMPETENCIES

- Full Cycle HR Strategy Development
- Executive Transition Planning
- Strategic Workforce Optimization
- Organizational Restructuring
- Budget Allocation & Financial Resources
- Leadership Development Program
- High-Impact Workshop Facilitation
- Board Governance
- Key Stakeholder Collaboration
- Cross-Functional Team Development
- Leadership Coaching & Mentorship
- Learning System Integration
- Fundraising Strategy & Goal Execution
- Nonprofit Operational Oversight
- Corporate & Nonprofit Training
- Bilingual (English & French)

EDUCATION

Master of Arts in International Development

University of Denver – Denver, CO

Bachelor of Science in Wildlife Ecology

Texas A&M University – College Station, TX

TRAINING & CERTIFICATIONS

Organizational Mindfulness Teacher

Institute for Organizational Science and Mindfulness (IOSM), 2024

SHRM Senior Certified Professional (SHRM-SCP)

Society for Human Resource Management (SHRM), 2024

Organizational Mindfulness Certificate

Institute for Organizational Science and Mindfulness (IOSM), 2023

Certified Professional Coach (CPC)

World Coach Institute, 2020

Certified Everything DiSC Partner

Wiley Publishing, Inc., 2019

PROFESSIONAL EXPERIENCE (CONTINUED)

Denver Zoo – Denver, CO

Training & Development Manager/HR Special Projects Manager, 2012 – 2016

- Guided professional growth of 3-6 employees and mid-level managers weekly through tailored 1-on-1 performance coaching, enhancing leadership capabilities and team dynamics.
- Oversaw development and implementation of zoo-wide employee development program for 320 staff, standardizing training protocols and introducing innovative professional development initiatives.
- Implemented and managed Learning Management System to streamline training delivery, increase accessibility, and optimize organizational learning and development efforts.

*Additional **eight years of experience in training, development, and program coordination roles.** Notable achievements include designing and managing training program that supported organizational growth from 75 to 180 employees, guiding graduate students through career development with resume coaching and annual course facilitation, and improving coordination procedures for 24 annual programs serving over 13,000 guests. Successfully co-managed \$1.3M budget, trained and led 26-member staff team, and supervised project development to enhance operational efficiency and stakeholder satisfaction.*

PROFESSIONAL ACTIVITIES

Leadership Workshop Facilitation (2012 – Present): Deliver in-person and virtual workshops for organizations including Viega LLC, US Forest Service, ABQ BioPark, Building One Consulting, Larimer County, Reid Park Zoo, Toronto Zoo, and City of Denver. Topics include trust, communication, conflict resolution, feedback, coaching, self-management, organizational culture, and team dynamics.

Certified Partner & Facilitator (2012 – Present): Conducted Everything DiSC® Workplace, Manager, and Sales workshops, and leadership, conflict, and communication coaching. Certified in 5 Behaviors of Cohesive Team® to enhance organizational alignment and team performance.

Writing, Speaking, and Digital Resources (2014 – Present): Author blog posts, created virtual courses, and produced video resources through Dive Coaching. Featured speaker for events and organizations such as Rocky Mountain Association of Talent Development (Strengths in Facilitation), Josef Korbel School (How to Sell Your Vision in 18 Minutes), Women in Business (Mastering Tough Conversations), and various business associations (Painless Time Management).

COMMUNITY INVOLVEMENT

Board President & Vice President,
Avalanche Soccer Club Board,
2021 – Present

Softball Coach,
Girls U10 and U11 – Golden & Wheat Ridge,
2020 – 2022

Board Member,
City of Lakewood Advisory Council,
2020 – 2022

Graduate,
Leadership Jefferson County,
08/2019 – 06/2020

Troop Co-Leader,
Girl Scouts of Colorado,
2017 – 2022

Member,
West Metro Chamber,
2015 – 2020

Peace Corps Volunteer,
Senegal, West Africa,
2000 – 2002

SOFT SKILLS

- Motivational Leadership
- Sound Decision-Making
- Great Communication & Active Listening
- Analytical & Critical Thinking
- Complex Problem-Solving
- Time Management & Organization
- Highly Adaptable & Resilient
- Emotional Intelligence
- Relationship Building & Nurturing