



SHAWN DEVINE
DIRECTOR OF LEARNING & DEVELOPMENT



Shawn Devine specializes in developing human resources and helps organizations achieve growth through design and implementation, presentation facilitation, data collection and analysis, and employee relations.

Shawn Devine is a consultant and trainer specializing in the development, assessment and implementation of human resource strategies. He provides a wide range of services, including assessing and auditing Human Resource practices, employee training and development, ongoing support services, and special projects.

For over 10 years, Shawn has been designing, implementing and delivering programs and human resource solutions that help higher education and business organizations develop the people they employ. Before becoming a consultant, Shawn was a human resource team member of the U.S. division of an international insurance company. While there, he developed the corporate training curriculum, designed and delivered training programs, and evaluated the impact of the training programs on employee performance. Shawn provided coaching and support for managers and resolution of employee relations and performance issues. Additionally, he upgraded and managed the company's performance management system as well as the compensation and human resources information systems.

Formerly, Shawn worked for a private university in Georgia where he was primarily responsible for staff training and education. He also made presentations and facilitated training events addressing a range of topics at local and national conferences.

Shawn holds a Master's degree in education from The University of Georgia and a Bachelor's degree in psychology from North Carolina State University. He is certified in a number of training programs, including Dr. Edward de Bono's *Six Thinking Hats*, Blessing White's *Managing Personal Growth* and *Helping Others Succeed*, and Employment Learning Innovations' *Civil Treatment* programs. Shawn is currently a member of the Society for Human Resource Management and the American Society for Training and Development.