

MARYANN GORSKI
338 East Deer Place
Milwaukee, WI 53207
(414) 292-3072 - (414) 731-2651
mgorskiceap@yahoo.com
www.Linkedin.com/in/MaryannGorski

CAREER SUMMARY

Creative, versatile Employee Assistance, Outreach and Training Professional with proven track record of leadership and innovation. Adept at researching, designing, and delivering pragmatic professional development tools, resources and solutions to improve performance of supervisors and staff and drive employee engagement. Compassionate, skilled facilitator in crisis and conflict situations. Areas of expertise include intimate partner violence, advocacy, workforce diversity, managing change, and prevention of discrimination and harassment. Successful conference coordinator and workshop leader. Excellent writing and training skills.

- Compassionate connection and follow-up with program participants
- Help with issues involving downsizing, grief in the workplace, trauma
- Cross-cultural and cross-generational awareness
- Sensitivity training on LGBT issues
- Work/life balance, stress control

PROFESSIONAL EXPERIENCE

Milwaukee LGBT Community Center

Anti-Violence Project Program Coordinator II

August, 2010 – Present

Raise awareness of partner violence, bias, hate crimes, and related issues in Milwaukee's LGBT community. Advocate for victims. Represent agency in local, statewide, and national coalitions.

President, Maryann Gorski & Associates, LLC

2000 to Present

Provide training and consulting on a fee-for service basis.

Right Management Consultants

Adjunct since 2009

Adjunct outplacement consultant, representing organization at layoff notifications.

Crites & Associates

2000 – October 2008

Crites was a mid-sized national EAP/Work-Life provider based in Milwaukee. I served as an **Employee Assistance Program Consultant and Training/Marketing Director**.

Provided training, marketing, and account coordination. Corporate clients ranged from manufacturers and distributors to health care providers and state agencies.

- Became well-known for being willing and able to customize training to meet the needs of our corporate and organizational clients.
- Able to inject new energy into pre-written training programs

Covenant Behavioral Health

1982 – 2000

Director, The Center for Employee Assistance

Managed an external EAP that served dozens of corporations including a major airline, a large retail group, and several manufacturers. Designed and administered EAP's for six local hospitals and four nursing homes. Supervised a team of six EAP consultants as well as support staff and ad hoc assessment therapists. Actively participated in administrative decision-making process for agency in general. Designed and conducted a wide range of training programs; worked with FEI staff on disaster management training for Midwest Express. Debriefing of choice for Norwest Banks. Provided **marketing and public relations** for our division; coordinated budgetary process.

DePaul Occupational Programming
EAP Consultant

1979 – 1982

Primary account executive for Gimbels Midwest department stores and Milwaukee Public Schools.

University of Wisconsin – Milwaukee.
Internal EAP Coordinator

1977 – 1979

Trained and supported fifty volunteer Employee Assistance Resource Coordinators.

PRESENTATIONS

Researched, designed and conducted customized training on topics including but not limited to:

- **Diversity training** – "Improving Your Diversity Skills", "Beyond Mars and Venus – a Fresh Look at Gender Differences", "Communicating across Generations". I presented "Welcome at Work: Sexual Orientation in the Workplace" at the Regional Conference of **IPMA-HR, the International Public Management Association for Human Resources**, June, 2006.
- **Supervisory Skill Building** - "After All, You're the Supervisor", "Coaching for Difficult Conversations", "The Pygmalion Effect", "Conflict Resolution for Supervisors".
- **"The Attitude Virus: Curing Negativity in the Workplace"** (*Very popular!*)
- **Workplace Violence; Sexual Harassment**. I use examples of actual legal cases to enhance harassment and discrimination training of all types.
- **Alcohol- and other drug-related trainings** including briefings on DOT regulations, "Working High" (aimed at managers), and "Why Does My Employer Care if I Use Drugs?"
- **Communications training**. "It's How You Say It", "Active Listening", "Wait till You Hear This! – Gossip in the Workplace"
- **"Riding the Wave of Organizational Change"; "Leading through Change"; "Change and Resilience"**. I presented "Resilience" at a Multiple Sclerosis Society of Wisconsin Fall Conference as well as for groups of employees facing layoffs or other difficult change.
- **"Put Me In, Coach!"** (baseball-themed team building)
- **"Please Hold... While I Count to Ten"** (customer service training series)
- **Stress-related presentations** like "Stress Control Techniques You Can Use Every Day", "Balance Is a Moving Target or Cartwheels on the Tightrope", "When Stress Leads to Anger", "Who Put Those Partridges in My Pear Tree? Restoring the Joy to Your Holiday Season"

PROFESSIONAL NETWORKS AND VOLUNTEER WORK

- Former board chair and Board Member of the Year at **Milwaukee Women's Center**. Helped to develop the annual **Walk against Family Violence** and the **Justice for Women Award**.
- **Volunteered at NAACP National Conference in Milwaukee, 2005.**
- Member, **Milwaukee LGBT Community Center**. **Breast Health Initiative health promoter.**
- Southern Wisconsin Chapter of **EAPA** (the Employee Assistance Professionals Association) – former officer, diversity committee chair, conference planner. Recipient of **Chapter Member of the Year Award**. Also affiliated with EAPA's Madison chapter.
- **Society for Human Resource Management (SHRM) / Human Resource Management Association (HRMA)**. Coordinated seminar on domestic partnership benefits for HRMA's Compensation and Benefits Committee. Served on a panel about work/life issues and EAP for Greater Madison Area chapter of SHRM, where I advocated an integrated approach.
- Chaired **Partners in Literacy**, an advisory council for Milwaukee Achiever Adult Literacy Services. Helped agency to develop successful workplace literacy services.

EDUCATION

Bachelor of Arts Degree in Psychology - University of Wisconsin – Milwaukee. Some graduate work in psychology; minor in Theatre Arts; extensive continuing education. Certified Employee Assistance Professional through 2009.