

# MARIE DEVEAUX

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## LEADERSHIP COACH, PROFESSIONAL SPEAKER

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Seasoned, creative executive coach with 10+ years of training expertise. Exceptional ability to deliver high-quality, engaging seminars and courses that boost performance and business outcomes. Dynamic and results-oriented, with a keen understanding of how to manage logistics, implement best business practices, and identify opportunities for program improvement. Committed to leading trainings that inspire professionals to be fully engaged in their work, while also being driven to exceed goals.

- Executive Coaching
- Leadership Development
- Program Management
- Curriculum Development
- C-Level Training Delivery
- Online Learning Programs
- Training Facilitation
- Communication Skills

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## CAREER EXPERIENCE

HIGH TIDES CONSULTING, Brooklyn, NY 2016-Present

### **Founder & Principal Consultant, Coach**

Provide one on one and group coaching services. Design and/or facilitate custom training programs for corporate entities and community-based programs. Work with clients one on one to identify areas for growth, create custom action plan and serve as accountability partner through goal attainment. Areas of expertise include time/energy management, personal branding, entrepreneur transitions, effective communication skills, and inclusive leadership.

OWN THE ROOM, Montclair, NJ, 2015-2019

### **Public Speaking & Executive Coach**

Deliver engaging, interactive seminars to corporate clients by leveraging the company's trademarked methodologies. Engage with C-level international executives to ensure improvement and enhancement of new or existing skills.

- Chosen to be a featured facilitator for an online communications course for Laureate University.

SUCCESS ACADEMY CHARTER SCHOOLS, New York, NY, 2012-2016

### **Director of Operations, Training & Development 2015-2016**

Build a successful training and development program through course creation, online learning resources, and program development. Codified systems to ensure scalability and replicability across the organization. Streamline operations to boost outcomes and to maintain sustainable growth plans.

- Directed a team of five in the creation and delivery of 10+ learning events with up to 1800 participants.
- Developed and consulted on online learning resources and tools.
- Realized 50% conversion by redesigning live sessions for a virtual platform.
  - Utilized a CMS to manage outcomes.

### **Associate Director of Operations, Training & Development 2012-2015**

Focused on the ongoing training and development of participants via ongoing seminars and program management initiatives. Coordinated and led the Operations department training program, which delivered 40+ training modules (onboarding, school opening, entry-level management) by 50+ trainer/facilitators over a six-week period.

Responsible for the core training program, with 22 content modules delivered to 125+ personnel over a 24-month period. Administered a budget of \$94k for the department, controlling costs and expenses.

- Created the first ever quality assurance (QA) metric for school operations to measure performance and identify inefficiencies.

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- Developed and led the first management training program, leading to 50% of participants receiving promotions within six months of completion.
  - Engaged in management level observations to aid in program design.
  - Facilitated sessions and evaluated participant work products.
- Authored four unique role deliverables documents for onboarding, performance reviews, and evaluation processes for school-based operations positions.
  - Collected data from new hire interviews and role-specific focus groups.
- Designed the new hire onboarding process, inclusive of one-on-one check-ins, job shadowing, and knowledge assessments.
- Built the first-ever core competencies rubric to evaluate soft skills and behaviors to be in alignment with company goals and culture.

KUMON NORTH AMERICA, Teaneck, NJ, 2008-2012

**Field Consultant**

Consulted on business development strategy and implementation. Created training opportunities and programs to meet skill deficits, including real-time coaching to franchise owners and corporate-employed instructors. Oversaw development seminars to ensure consistent implementation of best business practices.

- Facilitated training for 12+ corporate center instructors to support the opening of 10 new locations in Manhattan and Brooklyn.

SCORE! EDUCATIONAL CENTERS, New York, NY, 2006-2008

**Director of Academics**

Led the academic program, as well as instructed students in math and reading skills. Communicated academic progress to parents via conferences. Organized marketing events and competitions to boost outreach and brand awareness.

- Increased enrollment to 350 students via prospecting, lead generation, and consultative sales.
- Oversaw a staff of eight to deliver lesson plans and curriculum for tutoring sessions.

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**EDUCATION AND CERTIFICATIONS**

**Accomplishment Coaching** -- ICF Accredited Life Coach Training Program

**Master of Science, Management** -- University of Maryland, University College

*Certificate in Non-Profit Finance*

**Bachelor of Arts, English and American Literature** -- New York University

**Certifications**

**M/WBE** New York City, New York State

**Own The Room Certified** *Communications Coach*

**Mind Gym** *Certified Workout Facilitator*

Series 6, 63, 65, 26

Life Insurance Producer: NY, NJ, and GA