

**JO ROMANO**  
**GREEN MOUNTAIN**  
**ORGANIZATIONAL CONSULTANT,**  
**FACILITATOR AND TRAINER**  
**JO ROMANO & ASSOCIATES**

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## **Organizational Consultant, Facilitator and Trainer**

**Jo Romano is a National, State, and Community Certified Professional Coach, Organizational Development Consultant and Facilitator with a consistent record of achieving top performance through innovative and collaborative strategic planning and a systems approach for managing a learning organization.**

Jo is a results-driven professional with a reputation as a visionary, innovator, and consensus builder. She partners with leaders to use their personal presence, powerful methods and a comprehensive approach to work through their dilemmas so they can enjoy optimal results personally and for the organization. Her passion is to respond to operational and human resource challenges with clarity, confidence, and creativity. She has excellent negotiation, leadership, and management and human relations skills while serving as a flexible and inclusive team leader. She loves people and empowering them to succeed. Jo is acclaimed for generating highly successful pilot projects, innovated program development, and employee satisfaction.

As a Superior Court Administrator and County Clerk for 20 years and a Substance Abuse Prevention Specialist for 17 years, Jo has direct experience working with people and systems in transition and crises. Jo has coached and consulted to a wide range of leaders including entrepreneurs, judges, lawyers, executives, directors, managers, supervisors, and leadership teams to maximize performance, profitability, and sustainability. She celebrates and touts what works and promotes collaborative solution finding. She uses coaching as a leading management tool to foster excellence with individuals, teams, and to create a highly positive, highly productive organization and culture.

### *Core Knowledge & Skill Areas:*

#### Leadership/Management Workforce Development

- Assessment & Training Design
- Coaching Skills Mentoring
  - Mastery in designing, and delivering relevant and useful meetings, trainings, retreats.
  - Teach and Coach to Stop Managing and Start Coaching
  - Peak Performance Team Building and employee satisfaction
  - Communications and Conflict Resolution

#### Community Organizing Substance Abuse Prevention and Recovery

- Advocacy
- Assessment
- Capacity Building
- Strategic Planning
- Implementation
- Evaluation
- Culture Competency
- Sustainability
- Systems and Environmental Change

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<b>EMPLOYMENT</b>	• Management Consultant	Romano & Associates	03
	• Certified Professional Coach	Green Mountain Life Coach	04
	• Consultant/Trainer	Northeast CAPT, SAMHSA	07
	•	Center for Social Innovation	13
	• VT Dale Carnegie Associate and Coach		08
	• AT&T Trainer	Next Level Training	09
	• Certified Substance Abuse Prevention Consultant and Community Organizer	VT Dept of Health	91
	• Dialogue Education Teacher	Global Learning Partners	98
	• Court Administrator	VT Judiciary	72 -91

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<b>COACHING DISCIPLINES</b>	• Executive, Manager, leadership teams		
	• Lawyers on Life Career and Business Practice		
	• Parents at their Wit's End and Adoption		
	• Substance Abuse Prevention, Addictions, Mental Illness		
	• Addictions and Mental Health Recovery Coaching		
	• Transition and Retirement		

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<b>EDUCATION &amp; AFFILIATIONS</b>	• Dale Carnegie Associate -VT		08
	• Certified Professional Life Coach, Coaching Institute, PA		04
	• Certified Recovery Coach for Addictions and Mental Illness		10
	• Certified Retirement Coach		06
	• Certified Parent Coach		05
	• Certified Personal Coach Trainer and Mentor Coach		05
	• International Coach Federation Member		03
	• NECAPT Associate, CADCA Member		07
	• Certified Substance Abuse Prevention Consultant, ICRC, CT		05
	• Certified Dialogue Education Teacher, GLP, Canada		96
	• VT Council on Domestic Violence		97-07
	• Central VT Compassionate Community Collaborative, Chair		94-07
	• VT Supreme Court Family Advisory and Legislative Liaison		80-91
	• Bachelor Degree in General Studies, Johnston State College, VT		82
• Associate Degree in Legal Sciences, Champlain College, VT		72	

<b>PUBLICATIONS</b>	• Manager as Coach		
	• Real World Leadership Report		
	• Lawyer Mastery on Life, Career and Business Practice		
	• Coaching Mastery on Niches and Specialties		
	• Numerous Leadership, Team and Cultural Development articles		
	• Preparation Manual for the Written Prevention Specialist Examination for the IC&RC, International Training Program. Co-author.		
	• Worried About Someone's Drinking, How to Open Up the Conversation in a Caring and Non-Judgmental Way. Co-author		

**Personal and  
Community  
Contributions**

- **Domestic Violence and Substance Abuse: Myths and Facts. Co-author**
- **Substance Abuse and Divorce**
- **Health Realization and Life Coaching**
- **The Courage to Raise Good Men and Women 18-CD set**
  
- Adoptive single, then married, parent of two children 85
- Shelter parent for Runaway teens, Youth Services Bureau 87
- Shelter home, Vt. Refugee Assistance Program 87
- Private Caregiver to the elderly 88
- Vermont Mountaineers, Community Baseball Team 02-10
- Neighbors Helping Neighbors community project 00

*Let me light my lamp and never debate the darkness. R. Tagore*

*Be the change you want to see in the world. M. Gandhi*

*Treat others as if their heart is breaking because it probably is. D. Carnegie*

*Success, not failure! Celebrate what is working and focus on making it more right! Jo*