



Molly Breazeale

Molly Breazeale is passionate and engaging. Her core value and belief is that *“People support a world they help create”*.

She is skilled at facilitating safe, trusting environments where people feel valued and the conversation is real and relevant.

January 2011 to Present

Molly Breazeale, owner of AlignED, LLC, brings 25+ years of internal and external consulting experience based on two primary beliefs:

GUIDED BY DATA. The key to successful change is using data to align three core processes: strategy, operations and people. Business needs, performance expectations and daily activities must be AlignED to maximize profit and grow potential.

POWERED BY PEOPLE. Participatory leadership at all levels creates safe environments for innovation, engagement and growth. Emotionally connecting people to results is fuel for action.

AlignEd, LLC teaches leaders, HR and Learning and Development professionals how to create safe, open environments for real conversation and decision making to occur. Breazeale believes outcomes are more powerful and motivating than agendas and process trumps content and presentations to drive results every time. Knowing how to put the right conversation in the room is an art and a science.

AlignED, LLC is an authorized provider of Fierce Conversations and Breazeale is a Master Facilitator; facilitating their courses since 2006. She also continues her facilitation for Dale Carnegie Training in leadership and high impact presentations.

Experience is a powerful teacher.

AVP, Organization Effectiveness at Nationwide Mutual Insurance

December 2009 to December 2010

AVP, Learning and Development at Nationwide Mutual Insurance

February 2005 to December 2009

Global Talent Developer at ING Americas

March 2003 to February 2005

Independent Consultant, Impact Factors

February 2002 to March 2003

Director of Product Design and Delivery at Dale Carnegie Training

May 1989 to September 2000

Whether designing and delivering senior leadership meetings for the CEO, aligning high potential talent to the most pressing challenges for the future, or helping managers and supervisors have the conversations most needed to drive results, Molly Breazeale has learned from experience that a simple framework applies.

CLARITY, ALIGNMENT AND OWNERSHIP

Strategic Clarity. It starts with the business.

Data guides the business decisions that must be made by teams and individuals to achieve desired results.

Operational Alignment. It's everyone working together toward a common goals and shared expectations for how decisions will be made and resources allocated.

Individual Ownership and Support.

Dialogue and conversation around expectations and outcomes set the standard for individual decision making and contribution.