

DAVID A. BENAK

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CAREER SUMMARY

Fortune 500 Company director and business entrepreneur. Experienced educator and program designer with major accomplishments in education. Developed over 30 programs, workshops and seminars on leadership, management, supervision, sales and employee development. Noted keynote speaker and focus group facilitator.

PROFESSIONAL EXPERIENCE

TrainingPays, Menifee, CA (2001-Present) www.itpaystotrain.com
Principal/Owner

Provide educational training and development as well as individual coaching, counseling and mentoring. Experience working with a variety of clients including business/industry (service and manufacturing), non-profit agencies, local colleges and various state and local government, civic and community-based organizations. Created and implemented fully-customized training programs for major corporations including Xerox, Intel, Maxim, SolarWorld, Oak Harbor Freight Lines and Integrated Device Technology (IDT). These programs included **all** course materials including Leader's Guide and follow-up support. Conducted "Train-the-Trainer" classes for "internal" trainers.

- Designed, developed and conducted a variety of Leadership and Management Development Programs for over 50 organizations. Topics include some of today's most critical business issues including: Work/Life Balance, Dealing with Stress, Successful Mentoring, Change Management, Behavioral Interviewing and Emotional Intelligence (EQ). As evidenced by repeat business and requests for multiple sessions, these classes have resulted in marked improvement in one or more of these categories:
 - Improved customer service
 - Increased sales/revenue
 - Improved employee morale and attitude
 - Reduced operating expenses while increasing efficiency and productivity
- Conducted continuing education classes at local community colleges including: Portland Community College, Clark Community College, Vancouver, WA and Mt. San Jacinto College, (Menifee, CA campus).

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- Certified to administer and analyze DiSC Personal Profile System (PPS) as an assessment tool.

Consolidated Freightways, Vancouver, WA (1980 – 2001)

Director of Training

Administered and directed company-wide training and development activities, policies and procedures. Formulated, designed, developed and implemented employee training and management development programs for all levels within the organization. With an annual budget of \$2 M, and a staff of five (5) “motivated” employees, all deadlines and objectives were met.

- Designed and implemented a formal Management Development Program leading to the advancement of key staff members, vice presidents and one person who ultimately became President of the Company.
- Provided leadership, direction and stability during corporate “re-organization” following the “spin off” of the “unionized” portion of business in December 1996.
- Assisted in the “start-up” of Con-Way Transportation Company, that (even today) ranks among the most successful, non-union, “Start-Ups” in the transportation industry since deregulation.
- Designed and developed a completely **new** (industry first) Sales Training Program following “Deregulation” which forever changed the landscape of the transportation industry in terms of pricing, sales and marketing.
- Authored new programs and maintained all existing training and development activities within budgetary constraints.

EDUCATION

University of San Francisco (USF)
San Francisco, CA

B.S. Business Administration

Columbia University
New York, NY

Program in Business Administration

PROFESSIONAL AFFILIATIONS

American Society For Training and Development (ASTD), now known as:
Association for Talent Development (ATD)