



## ABOUT MICHELE NORRIS

In 2003, after decades of working with high-level managers, front line leaders, and employees of organizations both big and small, Michele Norris started to notice a change. A new type of employee had arrived in the workplace. These new employees were fast. They had high expectations and unusual communication and work styles. They were sometimes difficult for her to manage and usually widely misunderstood by others in the workplace. This new employee — the Millennial — was entering the workforce and almost immediately disrupting a workplace that hadn't changed much in the last 50 years.

As Michele saw this shift happening, she began to research this new and complex generation. With her newfound knowledge, her passion became preparing today's organizations for the inevitable changes that come with the future at work. Michele is a generational facilitator who specializes in navigating the varying demographics in the workplace by positively focusing on generational education, leadership and millennial coaching, strategic leadership, and corporate culture.

Michele has more than 30 years of professional sales and leadership experience for Fortune 125 companies including Xerox, ADP, and Boise Cascade Office Products/OfficeMax. At BCOP/Office Max she led dynamic employee teams to 13 consecutive years of double digit, year-over-year sales growth.

In her current role as President and CEO of Navigen Leadership, LLC, Michele helps her clients attract, retain, and empower the workforce of the future. Her one-on-one relationship with "C" level executives has helped make positive changes in workflow approaches and communication between leaders and their workforce.

Michele holds a BA in Marketing from the University of South Florida's (USF) College of Business in Tampa, Florida. She remains engaged with her university as a long-time volunteer, giving back through her roles as Chair of the USF Alumni Association National Board of Directors, Chairperson and Founding Member of USF Women in Leadership and Philanthropy, and Board Member of the USF Foundation.

Her professional affiliations include Associate Certified Coach (ACC) credentialed through the International Coach Federation (ICF), University of Miami Coach Certification Program, Coach for USF's Management Certificate Program and the University of Tampa's MBA Leadership and Fast Start Programs, and U.S. Partner for Women Reshaping the World (2014). She is a member of the American Society of Training and Development (ASTD), International Coach Federation (ICF) - Tampa Bay, Working Women of Tampa Bay, The Centre for Women, and the Society of Emotional Intelligence (SoEI).