



## Steph Vanous

**Vice President of Consulting**

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Steph Vanous has a passion for developing people to enhance cultural performance. As the Vice President of Consulting, she has impacted over 15,000 people through technical and soft skill training programs.

Steph has worked in the Human Resources field for almost 18 years. During that time, she has helped companies significantly improve the quality of their organization through people. Steph has helped companies implement new human resource processes to improve innovation, engagement, profit and loss, and process improvement.

Steph spends the majority of her time working with performance management, talent management, leadership development and delivering team-building solutions. Steph is skilled at not only facilitating leadership development sessions but developing evidence-based custom content for each client. Steph also leads efforts to help identify ways to create a better workforce within human resource teams. This approach leads human resource teams to position themselves as a vital part of an organization versus a necessity.

Steph has her Master's Degree from Gonzaga University. She graduated from Nebraska Wesleyan University where she earned a Bachelor's Degree in Business Administration.