

Organizational Behavior- Marquette University, Graduate School of Management
Corporate Social Responsibility- Marquette University GSM, Novel Academy Nepal
Human Resource Development- Loyola University Chicago, Quinlan School of Business

NON-ACADEMIC PROFESSIONAL EXPERIENCE

2019- present

Senior Fellow Leadership Coach at BetterUp Co

Supports leaders at all organizational levels to improve individual resilience, adaptability, and effectiveness through coaching and mentoring

2013- 2023

Founder and Managing Partner, Requisite Development, LLC

Applied transformational thinking framework to design and implement a series of development workshops with group leadership resulting in a clearly defined vision, mission, parameters, and design of a new organizational effort
Designed and facilitated sessions to build high performing teams for multiple project teams

2013– 2014

Senior Consultant, Change Management Lead, State Farm Insurance, Bloomington, IL

Developed and led the execution of change management strategies for multiple enterprise wide transformational initiatives, including unified communications, application hosting services, and workforce management
Designed, implemented, and led a developmental program for mentors to support new employee onboarding across multiple hub locations
Implemented communication and training strategies for multiple customer service centers

2012– 2013

Senior Consultant, Strategy, Culture, & Talent Development, State Farm Insurance/Tel Systems, Bloomington, IL

Partnered with key business leaders to develop and direct the execution of a culture change initiative for a newly formed function in the Software Engineering Department. Assisted senior leaders in defining organizational goals and strategic plans. Coached and mentored managers and team leaders through a transition to senior leadership roles
Designed, directed, and successfully implemented a culture change initiative, resulting in a agile, innovative, and collaborative high performing work environment

2011

Change Management Project Manager, Accenture Collabora, Chicago, IL

Planned, implemented, and supported change enablement activities and stakeholder's engagement for updating Accenture Delivery Methodology (ADM) for Infrastructure, impacting consultants in 20+ countries
Successfully created and managed the global program for ADM for Infrastructure champions' engagement

2009– 2011

Research & Consulting Associate/PhD Candidate, Interdevelopmental Institute, Boston/Antioch University, Yellow Springs, Ohio

Conducted developmental assessments to identify the current level of cognitive complexity and social-emotional maturity of senior executives
Completed doctoral dissertation research with a focus on change sponsorship and integrative thinking

2005– 2008

**Management Consultant/Business Transformation Services, Keane, Inc.,
Management Consulting Services, Chicago, IL**

Assessed organizational readiness, provided alignment and support for a significant transformational change to stakeholder groups, and identified potential barriers/risks, resistance, and cultural and communication issues. Developed change strategies and implementation roadmaps in technology-led programs (ERP implementation process) using Prosci/ADKAR methodology while guiding and supporting executive sponsors during implementation and review phases. Developed sponsorship capacity among the chief senior executives for leading transformational change. Designed and implemented operational tactics and established multiple performance measurement systems. Evaluated the effectiveness of the client's existing organizational structure and recommended realigning structures with business strategy and objectives to help move organizations from the current state to the desired future state.

PUBLICATIONS

Vucelja, I. (2020). Dialectical thinking and adult development, and leadership, in: I. Reans, (ed) *Maturing Leadership: How Adult Development Impacts Leadership*, Bingley, United Kingdom: Emerald Publishing.

Vucelja, I. (2011). ["How Leaders Think: Measuring Cognitive Complexity in Leading Organizational Change"](https://etd.chi.ilink.edu/) (Electronic Thesis or Dissertation). Retrieved from <https://etd.chi.ilink.edu/>

Vucelja, I. "IDM Gateway- A Portal into a New World of Understanding" *Hidden Dimensions Insights*, March 2009

SEMINAR PRESENTATIONS

"Developing strategic capabilities in navigating complexity" – Stockholm, Sweden– 2023

"Contemporary Issues in Corporate Social Responsibility" CEO Forum for regional business and educational leaders hosted by Novel Academy, Pokhara, Nepal - 2018

"Leadership Legacy and Cultural Agility" – American College of Surgeons, Chicago, IL, 2016

"Thinking through Change- Foundations of Transformational Thinking" Program, SyNet- Global Leadership Development Consulting, Munich, Germany, 2015

"Thinking through Change- Foundations of Transformational Thinking" – McDonalds Corporation, Leadership Development, and Talent Development Function Annual Retreat, Oak Brook, IL, 2014

“How Leaders Think – Understanding Cognitive Complexity in Leading Transformational Change” Guest lecturer at Northwestern University, Chicago 2011, 2012, 2013, 2014

“Change Your Thinking– Change Your Business” IAM International Conference in Amsterdam, Netherlands 2013

“Change Management – Science or Art?” – Lincoln College, Normal, IL 2013

“Thinking through Complexity” Advanced Sponsorship Series – Highmark Executive Team, Pittsburgh, PA 2013

“Invisible Dimensions of Leadership: Leaders as Sponsors of Organizational Change” International Leadership Association Conference in Prague, Czech Republic 2009

PROFESSIONAL ASSOCIATION SERVICE AND HONOR SOCIETIES

European Society for Research in Adult Development (ESRAD) – Board Member

Center for Applied Dialectics (CAD), Austria– Co-founder

International Leadership Association (ILA) - Member

Interdevelopmental Institute (IDI), Gloucester, MA - Associate

OD Network Chicago

Network of Organizational Change Managers

Corner Academy

Center for Executive Coaching

ADDITIONAL TRAINING

Foundations of Medical Assessments (2023)

A Comprehensive Course in Interpersonal Neurobiology (2022)

The Global Coaching Summit (2020)

The Neuroscience of Change (2019)

Next Stage World– Pro Action Europe, Halli, Greece (2019)

The Journey of Integration– Dan Siegel (2018)

The Art of Developmental Coaching (2017-2018)

Coaching Agile Teams (2017)

Developing Agile Organizations (2017)

Best of the Leadership Coaching Summit (2013-2016)

Adult Cognitive and Social-Emotional Development (2008)