



施蕴 Sue Shi

易迪思（中国）培训中心 金牌讲师

专业领域

毕业于莱斯特大学《绩效管理与职场学习》（硕士）专业，在成人学习和组织绩效方面有着扎实的理论基础。同时在人才发展体系成熟的500强企业拥有十余年学习与发展领域的管理经验；直接参与成立了企业大学；拥有丰富的课程体系与内训师团队搭建及学习项目组织、设计、授课和推广的实操经验。

个人风格

作为典型的 ENFP 型讲师，授课风格亲和，具有感染力，能快速建立让学员感到信任而安全的学习氛围。同时思维活跃，反应敏捷，基于长期课程设计师和行动学习教练的专业训练，能根据客户和学员的现场反应灵活变通，创造即时学习的机会。

通过提问、故事、体验活动、案例分享、引导工具等多种教学手段，创造以学员为中心的独特而有趣的学习体验。

专业资质

- 国际行动学习协会认证行动学习教练
- 美国 Darryl Sink 博士《课程开发与设计》认证讲师
- 美国全人领导力认证大师级讲师
- 美国 CSI 职业发展辅导，提升敬业文化认证讲师
- Knolskape 领导力风格、非职权影响力线上沙盘模拟认证讲师
- 注册 MBTI 测评顾问

擅长课题

- 领导力发展：基础领导力、有效沟通、CQ非职权影响力（线上沙盘模拟）、职业发展、留人与敬业度提升
- 学习发展类：授课技巧、课程设计与开发、学习效果评估、行动学习基础
- 团队工作坊：团队创新、团队建设、跨部门协作、问题解决（基于行动学习）

EXPERIENCE & EXPERTISE

Graduated from University of Leicester in Performance Management and Workplace Learning (Msc) and worked over ten years as learning and development expert in top 500 enterprises. Directly involved in the establishment of corporate university in China and accumulated abundant hands-on experience in planning and implementing the training system, internal faculty team, talent development projects and training course design and delivery.

INSTRUCTIONAL STYLE

As a typical ENFP lecturer with amiability and passion, Sue can quickly establish rapport with learners and create a trustworthy and safe sharing environment. Meanwhile, she has a quick and active mind - with her years of practice in course designing and action learning coaching, she is able to adapt the course organization and contents based upon the just-in-time learning needs in a flexible and spontaneous manner. She is also good at inspiring learners with a number of effective instructional techniques, such as powerful questioning, storytelling, experiential activities, case sharing and facilitation.

PROFESSIONAL QUALIFICATION

- WIAL Certified Action Learning Coach
- Darryl Sink (USA) "The Course Developer Workshop" Certified Trainer
- Personify Leadership (USA) Certified Master Trainer
- Career System International (USA) Certified Trainer (CPC-CPCM-LELE)
- Knolskape Computer-based Simulation Certified Trainer(iLead-Changequest)
- MBTI Accreditation

TRAINING SCOPE

- Leadership Development: Leadership Fundamentals, Communication and Influence Skills, Changequest (computer-based simulation), Career Development, Retention and Employee Engagement
- Learning & Development: Facilitation Skill, Course Design Workshop, Learning Effectiveness Evaluation, Action Learning Workshop
- Group Facilitation: Creativity, Team-building, Cross-functional Cooperation, Problem-solving (Action Learning based)