

Daniel Comer, M.A.

40 Greenleaf Circle, Asheville, NC 28804
(828) 747-9055
dancomer@bellsouth.net

PROFESSIONAL EXPERIENCE

University of Colorado School Of Medicine

February 2016-Present

Coach/Learning and Development Specialist

This position is responsible for leadership coaching, team coaching, implementation/change management coaching, and retention training and coaching within the child welfare system. Additional duties include the creation and delivery of curricula and instructional programs (classroom, CBL, and virtual classes including using the ECHO model.)

Special Projects:

- Initiated the use of the ECHO model of learning delivery to meet the needs of isolated rural Child Welfare staff. Topics included resiliency, optimism, asking for help, and other retention-related topics.
- Provided long term coaching for the Denver County Child Welfare leadership team as they pursued significant culture and climate shifts within the organization.
- Developed and facilitated organization-wide training based on positive psychology, resilience strategies, and other retention-focused resources. This training was delivered to all staff at two Colorado county Department of Human Services, followed by a 12-month coaching program and weekly email transfer of learning activities.
- Created a monthly virtual coaching program to help child welfare staff cope with the pandemic and the isolation of working from home.
- Created and posted content monthly for the Breathing Space (self-care) section of the Child Welfare Training System website.

University of North Carolina, Chapel Hill, NC

August 2012- July 2015

The Family and Children's Resource Program, within the UNC School of Social Work, develops, customizes, and delivers competency-based online and classroom training infused with the latest research and utilizing methods recommended for adult learners.

Clinical Instructor

This position was responsible for the development, implementation and delivery of curricula and instructional programs (both in person and in an online environment) with a focus on topics relevant to resilience, well-being, and retention of child welfare staff at every level.

Special Projects:

- Revised online curricula Child Development in Families at Risk to add interactivity, incorporate trauma-informed best practice, and add a focus on worker resiliency.
- Wrote articles for publications such as Children's Services Practice Notes, Training Matters, Effecting Change, and Fostering Perspectives.
- Developed and facilitated leadership training based on the work of Chip and Dan Heath (Switch) and Heifetz/Grashow/Linsky (The Practice of Adaptive Leadership.)
- Created a video-based program for web-based learning centering on engagement.

Barium Springs Training Group, NC

July 2011 – May, 2015

An international training team who use creative, dynamic approaches to facilitate learning for a broad range of government, non-profit and other entities. The trainers become facilitators of a learning experience, rather than information providers. As a result, the trainees' learning comes from the inside out.

Instructional Designer/Facilitator/Consultant

Daniel Comer, M.A.

Page 2

This position is responsible for developing and delivering commissioned training events, lasting from one hour to 6 days, for a wide array of audiences including top management, supervisors/middle management, and other employees across a variety of fields. In addition, this position recruits commissioned contracts, negotiates services, and delivers on-site coordination and consultation with contracted groups. In this capacity, additional business is secured through skillful up selling, excellent customer service, and creatively meeting the needs of customers.

Special Projects:

- Developed the Six Principles of Partnership which are being used as the foundation for Child Welfare system reform efforts in Canada, Ohio, New York, Connecticut, North Carolina and Wisconsin.
- Created and facilitated a variety of Train the Trainer courses for both experienced trainers and subject matter experts.
- Served as coach and implementation consultant for numerous change efforts within state-wide systems.
- Created, revised, and edited a huge assortment of training curricula known for their ability to engage learners using experiential education, Improv Theater, and other creative training concepts. Topics included family engagement, work-life balance, organizational and systems change, supervision, teambuilding, resiliency, creativity and collaboration.

American Humane Association, Child Welfare. Englewood, CO

January, 2011 - July, 2011

Private non-profit national organization dedicated to creating a more humane and compassionate world by ending abuse and neglect of children and animals.

Child Welfare Training and Technical Assistance Specialist

This position is responsible for a wide range of work related to various child welfare issues and topics, including: instructional design and training delivery; public education; publication development; technical assistance; and mentoring trainers and subject matter experts. Responsibilities also include project development and management; networking at local, state and national child welfare levels; proposal writing; report preparation, and other necessary tasks to involve AHA as a leader and key player in child welfare in the nation.

Special Projects:

- Instructional designer and resource developer, trainer and coach for the New York Office of Children and Family Service's Family Assessment Response project.
- Project implementation consultant for AHA's Differential Response Initiative to encourage child welfare professionals to work with families to assess their needs and build upon their strengths to keep children safely at home with their families.
- Instructional designer, trainer, and advisor for AHA's Training Institutes. Our specialized institutes are in-person sessions that cover child welfare initiatives and practices for the advancement of knowledge and skills in the field. Topics include: Family-Centered Practice, Partnering with Families, Organizational and Systems Change, Supervision, and Collaboration.

Appalachian State University, Boone, NC

January, 1996 - December, 2010

University-based non-profit agency providing a continuum of community-based interventions, research, dissemination and training dedicated to bringing true family-centered practice to the child welfare system.

Trainer/Consultant

This position is responsible for the instructional design and facilitation of training for variety of different audiences including Child Welfare, Mental Health, Family Resource Program staff, teachers, administrators, Public Health, and community volunteers. Additionally, a trainer/consultant provides technical

Daniel Comer, M.A.

Page 3

assistance/consultation/coaching to state agencies, non-profits, associations, and others. Topics include: Principles of Partnership, family engagement, supervision, family assessment, cultural humility, and self-care for agency staff.

Other duties include: facilitate an average of 150 training events per year; lead focus groups and facilitate community assessment processes; train or mentor other trainers; evaluate professionals as part of a certification process; write and edit newsletters, reports, and other documentation of efforts.

Assistant Director

1984-1995

Served as assistant director of Professional Parenting, a therapeutic foster care program serving behaviorally-disordered youth from across North Carolina. This position was responsible for assessing youth needs and developing treatment plans; recruiting, training and supporting foster parents; hiring, training and supervising professional staff; acting as the community liaison for a variety of community relationships; negotiate contracts, budgets, and timelines; and develop and implement marketing/recruitment strategies.

ADDITIONAL RELEVANT EXPERIENCE

Completed coach training through the Co-Active Training Institute.

Completed Organization and Relationship Systems Coaching through CRR Global'

Instructor, Duke University Certificate Program in Non-Profit Management

Designed and facilitated a variety of different curricula designed to provide strategies, tools and support for non-profit managers. Topics included: collaboration, creativity, resiliency and teambuilding.

EDUCATION

Master of Arts in Special Education, Appalachian State University, Boone, NC

Bachelor of Arts, Psychology, Ohio University, Athens, OH

Membership

- Past Board Member, Asheville Buncombe Community Relations Council Board of Directors
- National Staff Training and Development Association