

ELLIS RITZ

Director of Learning and Development

Mentoring • Training • Adult Education • Facilitation • Curriculum Writing • Leadership Development
Safety Training • Train the Trainer • Project Management • Student Communication and Giving
Constructive Feedback

Meyvn Role

Professional Profile

An accomplished professional and subject-matter expert with 39+ years of experience in mining safety has honed sharp facilitation skills by teaching over 2000 students. Teaching experience lead to advocating experiential learning; customized curriculum is heavily focused on student interaction and universal participation. Enthusiastically adheres to the ADDIE model of developing adult education from analysis to the evaluation stage. Student evaluations clearly reflect a genuine love for teaching.

Experience

- Wrote, updated, and taught the following: Supervisory Development Course, Master Trainer Course, Train the Trainer Course, MSHA New Miner/Annual Refresher Training and Safety Workshops, Meeting Effectiveness Course
- Designed, edited, and implemented training materials for miners.
- Continuously updated and created new curriculum, always taking student feedback into account for modifications.
- Provided consulting for the improvement of other organizations' curricula.
- Created learning materials for use on mine sites. Oversaw the creative team concerning curriculum improvement.
- Worked with senior management to develop a team focused initiative around the development of an on-boarding strategy for front-line supervisors.
- Improved equipment availability.
- Improved employee morale.
- Oversaw the expansion of the training department from two people to 14 trainers.
- Oversaw leaders responsible for training 1100 employees: 16,000 hours per month.
- Published a training tips blog
- Sought out and accepted public speaking opportunities to share wisdom about activity-based learning in safety-focused settings
- Led a consulting project with leaders from CGR's Elko branch dedicated to the improvement of shop safety through the incorporation of engaging safety meetings.
- Certified trainers at a Canadian mine site as Master Trainers after the facilitation of a comprehensive workshop spanning 4-days.
- Created 104 Toolbox Safety Guides relating to MSHA regulations
- Created 104 Toolbox Safety Guides relating to OSHA regulations

Experience cont...

- Co-led a project at NV Copper based on fostering regulatory compliance at the start up mine. Responsibilities included identifying regulatory infractions, creating action plans for employees and creating materials utilized to ensure MSHA compliance
- Presented two breakout sessions on interactive safety training at 2013 Annual Mine Safety and Health Conference
- Created interactive activities and participant guides and improved curriculum, for Top Gun Tire Training Program for Bridgestone Tires' Mining Division
- Redesigned infrastructure to include a Training Planner, Curriculum Co-coordinator, and Training Analyst to support the functioning of the training department
- Responsible for the creation of 220 interactive trainings for: new hire, task training, soft skills training, and annual refresher training
- Successfully developed over 40 trainers using Train the Trainer and one-on-one coaching
- Responsible for a \$12,000,000 budget; succeeded in reducing costs and improving performance by 3%
- Developed a site-wide training ground for underground equipment

Certifications & Accolades

- Certified Change Management Professional
- Train the Trainer Facilitator
- Power Leadership Graduate
- Courageous Safety Leadership Facilitator
- Rapport Graduate LB1 and LB2
- Michelin's Advanced Earthmover Training Graduate

Education

American Society of Training and Development

Certified Professional Learning Performance

Great Basin College

Associate in Arts

Employers & Partners

Barrick

General Supervisor • Training General Supervisor • Tire Shop Supervisor • Project Manager
Surface Maintenance Supervisor

American Society for Training and Development

Member

American Management Association

Member

Large Tire User Group

Member