



**Curriculum Vita
August 2025**

Instructor: Patricia Palacios, Adjunct Instructor

Academic Department: College of Innovation and Design

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| EDUCATION |
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*M.A. Organizational Leadership, 2022
Gonzaga University*

*B.A. Communication, 2004
Stephen F. Austin State University*

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| TEACHING EXPERIENCE |
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2022-present, Adjunct Instructor, East Texas A&M University
2010-2011, Adjunct Faculty, Southern New Hampshire University
2005-2009, Adjunct Faculty, University of Houston-Downtown

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| PROFESSIONAL EXPERIENCE |
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*Over 15 years of organizational development, leadership, and consulting
Consulting Experience*

Team Development

- Facilitated workshops to enhance collaboration, trust, and overall team performance
- Conducted assessments to identify team dynamics, strengths, and development areas
- Designed conflict resolution strategies and improved communication practices

- Coached team leaders on role clarity, motivation techniques, and goal alignment

Organizational Consulting

- Led strategic planning sessions with executives to align culture and business objectives
- Guided change management during restructures, mergers, or system upgrades
- Developed tailored interventions to improve agility and organizational effectiveness
- Utilized diagnostic methods such as surveys and focus groups to assess performance

Organizational Communication

- Built communication frameworks to support internal transparency and engagement
- Delivered training on effective listening, feedback, and cross-functional communication
- Advised leaders on messaging during transitions and cultural initiatives
- Conducted communication audits to improve clarity and reduce silos