



C. Christine Kutsko

Training Consultant

Chris Kutsko is the Director of ERC's training and development arm, *The Capstone Group at ERC*. In her role as Director, Chris manages a full range of workplace training and development services delivered to organizations throughout Northeast Ohio and across the country. As a founding partner of *The Capstone Group*, a division of ERC Services, Inc., Chris has built a reputation for designing high quality customized solutions, providing a strong background in instructional systems design (ISD), training needs assessments and providing organizational development services.

Chris has been in the training and human resource development profession for over 25 years. Before founding *The Capstone Group, Inc.*, her professional career included positions as Manager of Corporate Training and Development for a major hotel chain in Milwaukee, Wisconsin, Training Coordinator for a large hospital corporation in Houston, Texas and Project Manager, Sales Manager, Client Relations Manager and Designer for two boutique consulting firms in Northeast Ohio. Chris has experience in all aspects of training and development including assessments, design, development, delivery, evaluation and project management.

Prior to her work in the service industry, Chris held a faculty position at The College of Saint Benedict/Saint John's University in Minnesota where she taught courses in Management and Human Resources. During that time she also served as Director of the college's Women in Management program.

Chris holds a Master of Arts in Human Resource Development from St. Cloud State University in Minnesota and a Bachelor of Arts in Music from The Ohio State University. Chris is a charter member of the Northeast Ohio Chapter of the Society for Performance and Instruction (NEOSPI).