



Diane Fasching

Vice President of Enterprise Learning
and Development
Gilbane Building Company

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When Diane Fasching joined Gilbane, one of the oldest construction management companies in the United States, she had a staff of one and six construction courses.

Today, she has a team of five and a myriad of responsibilities, including managing a wide range of learning resources and technologies, possessing a strategic role in succession planning and other human capital initiatives, and helping Gilbane achieve recognition as one of the country's top training companies.

Fasching brings to her job a strong sense of caring and compassion combined with a keen determination and years of corporate learning experience. Her “steel magnolia” approach has earned her respect in a traditionally male-dominated company with an employee population unfamiliar with computer technology—let alone e-learning.

Fasching came to Gilbane from Texas Instruments, where she worked more than 15 years as a manager of education and development with a staff of 24 and a budget of \$3 million. She quickly found that lessons learned from the corporate giant could be applied to a much smaller organization.

“No matter the size of your organization, you have to stay in touch with upper management. You have to organize your department so you've got the database and documentation to provide the quick, fact-based information that upper management will want,” says Fasching.

Fasching has structured her team so that each business or functional unit of the company is directly supported. More than 250 Gilbane employees (out of an employee population of 1,700) support the corporate university in many roles, such as subject matter experts, instructors, and learning leaders.

Corporate-mandated programs, like a recent program dealing with sexual harassment, become opportunities for employees to recognize the benefits of new learning deliveries. Fasching points to a non-threatening learning environment—including a help desk, coaching, and relentless marketing—to help even the most skeptical employee succeed.

A long-time volunteer and officer for community and state hospice organizations and founder of several women's groups, Fasching fervently believes professional success isn't enough. “Job-related frustrations become much less significant when compared to the major personal challenges people cope with every day,” she says.

Whether discussing career development, talent planning, or patient dignity, Fasching speaks with conviction and passion. It's that passion that has helped Gilbane's workforce take off their hard hats and don their learning caps.