



Michele Bivens

Michele Bivens has been the Training Director at Farmers and Merchants Bank since 2012. While at F&M, Michele has focused on ensuring consistent management and leadership training, implementing blended learning and after class behavior change, collaboration across the organization, and a focus on business results. After receiving approval from the Executive Committee, Michele researched, created and implemented a 12-month leadership program that incorporates learning, reading, experiential activity, outside and Executive speakers, and a self-development plan. Graduates of the program maintain higher promotion and retention rates than those in similar positions with the Bank. Michele is currently working with her partner in Human Resources to design and implement a mentoring program to pick up where the Leadership program ends.

Michele started her career in training and development in 1986 at Automatic Data Processing. After several years at ADP, Michele continued her work in training as a contract trainer and for two small startup organizations. In 2000, Michele started MetaForce, a training and consulting company, where she served as President for 12 years. Owning a company gave Michele the business acumen she carries with her today, as well as an appreciation of what it takes to run a successful organization.

Michele has a Bachelor's degree from CSU Long Beach. She maintains three certifications: CPTD from the Association of Training and Development; SHRM-CP from the Society of Human Resources Management; and PHR-CA from the HR Certification Institute. Michele has served on a variety of boards and held various positions from Treasurer to President. She currently holds the CFO position on the board of the Association for Training and Development's Orange County chapter. Furthermore, she has volunteered through F&M Bank for a variety of nonprofits, from those with after school programs to those assisting mentally disabled individuals. Lastly, she provides management and leadership training and programs when asked, recently speaking for the Executive Next Practices and as an ongoing speaker for the civilian branch of the Air Force in their leadership cohorts.

In her spare time, Michele enjoys walking and has completed several half-marathons and marathons. She also likes to travel, read, hike, and spend time with her husband and their dogs. She is currently restoring a 1960 Alfa Romeo alongside her husband and is having a lot of fun and, of course, learning a lot.