



ANGELA HEYROTH

PROJECT, RETAINED, ON-DEMAND TALENT MANAGEMENT

An expert in architecting talent-centric programs and processes, with a unique breadth of experience designing and leading across the entire talent lifecycle, Angela has a reputation as a transformative builder, persuasive communicator and storyteller, insightful problem solver, high performance team leader, and pioneering challenger.

Her **20+ year career** has spanned leadership roles across all disciplines of talent management with several Fortune 500 firms, as well as leading consulting and interim projects with small and medium sized companies, giving her experience in virtually every size company and industry. With a track record of both conceptualizing and constructing, C-suite leaders rely on Angela's rare combination of being both a dreamer who strategizes and ideates, and a doer who drives implementation of solutions – a dreamer who does.

Over the course of her career, she has been **counted on to design, deliver, and deploy** on-time and under-budget results across the entire range of talent management practices. This distinctive background gives Angela insight for how each part of the lifecycle impacts the others and how to align these programs with the overall business strategy to result in long term organizational success through people.

She has a **portfolio of hundreds of best practice talent programs** built over the course of her career. These include - two award-winning intern programs, a strategy to attract talent across channels highlighted by a professional organization as best in class, an innovative onboarding program, several high-potential acceleration programs and leadership curriculums with outstanding results, multiple engagement and action planning processes, a highly acclaimed internal coaching bench, numerous offsites and retreats held in high regard by the participants, and a complete culture transformation.

As the founder of **TALENT LIFECYCLE DESIGNS**, guided by the belief that an investment in people is an investment in the success of your company and that therefore every company deserves access to intentionally designed talent programs, Angela will **architect an engaging environment** in the form of experiences, practices and teams that optimize talent attraction, talent growth, and talent engagement in order to propel business performance

Angela is **thought leader in the fields of culture, employee engagement, and employee experience** (though she argues it should be called people experience!), as well as a sought-after keynote speaker known for engaging presentations and an approachable style.

She holds an **MBA** in organizational management, is a **Gallup-certified Strengths Coach**, and is an **adjunct faculty** member at the University of Denver, teaching the about the field of talent management to students in the Masters of Strategic HR program.

When not working, Angela enjoys the beauty of both the mountains of Colorado and the beaches of South Carolina, musing on the works of Jane Austen, watching reality TV, teaching Bible study, and being bested by her son in golf.

ARCHITECTING ENGAGING ENVIRONMENTS ACROSS THE TALENT LIFECYCLE

Talent Attraction & Acquisition

- Attract candidates to your brand and build a selection process that is effective and efficient

Learning & Growth

- Accelerate performance and career growth with onboarding, development, career paths, and succession plans

Culture & Engagement

- Propel and measure feelings of belonging and inclusion, appreciation, and connection to the company

Actual results and projects in each area listed on website.

KEYNOTES AND SPEAKING

Most requested topics include:

- Architecting the Employee Experience
- Culture Transformation Roadmap
- Engaging Onboarding Design
- Leadership Lessons Series – Strengths, Motivation, Resilience

Details plus additional topics listed on website.

