

Angela Heyroth

MY STORY



A Childhood Dream

I've always enjoyed building and creating things. When I was a child, I thought I'd become an architect. I liked turning ideas into reality, developing beautiful and useful things, and solving problems with people in mind. Eventually, I chose HR and talent management as my career, but still found that I never lost that desire to build experiences that impact people.

My Career Begins

I started my career in the late 1990's, serendipitously at the same time that talent management was emerging as a new practice in HR. I worked in some of the largest companies using the latest research in this new field and was able to be creative, building hundreds of programs across all phases of the talent lifecycle.

In these roles, I was being counted on for my ability to not only design and strategize but also, like a true architect, to deliver and deploy. In addition to realizing that my ability to build could still be put to use, but on impactful experiences, practices, and teams instead of buildings of stone, glass, and metal, I also began to form a set of core beliefs, including that all people have inherent value, and tapping into this value is a multiplier for company performance.

Collecting Key Corporate Experiences

Realizing that all companies needed (and all employees deserved) architected environments where people could thrive, I knew that one day, I wanted to drive this work from the outside so I could partner with many organizations and increase the impact.

And so, I purposefully determined to spend the second half of my career building up a portfolio of key experiences, incubating my ideas, learning from mentors and my own successes and mistakes, broadening my network, and deepening my expertise, all which would prepare me for this eventual plan of running my own business.

By the time I'd crossed my 20th year in my corporate talent management journey, I'd done it all – collecting experiences across the entire range of the talent lifecycle (which is pretty unique if I'm one to brag). I had led and created successful programs in talent brand and talent attraction (including technical recruiting, college recruiting, and exec recruiting), internship programs, learning and career pathing, leadership and executive development, high-potentials, succession planning, competency modeling and performance management, engagement and employee voice surveys, culture transformation, offsite design and facilitation, and much more. Many of the experiences and teams I'd built were recognized as best-in-class.

Somewhere in the middle of all that I earned my MBA, my Gallup Strengths Coach certification, and other accreditations.

Angela Heyroth

MY STORY, CONTINUED

The Catalyst Year

Then came the events of 2020, which helped clarify for many what was really important, including for me. That was my catalyst year, signaling it was time to leave my corporate career a bit sooner than I'd planned and time to start the work I had been preparing for myself.

Today - A Culmination of My Journey

TALENT CENTRIC DESIGNS is the culmination of my journey, and also the beginning of a new one, shaping changes and coming alongside of partners to architect engaging environments in which people can thrive and organizations can experience increased performance.

Now, I get to spend my days partnering with companies across multiple industries and spanning a variety of needs, all with one underlying purpose - to propel organizational performance through a focus on talent.

I also teach the next generation of HR and talent professionals as part of the adjunct faculty at the University of Denver. I teach courses in talent management, organizational design, organizational effectiveness, leadership, and more.

And, I've become recognized for my thought leadership, earning a LinkedIn Top Voice moniker for my regular posts about employee experience, employee engagement, culture, and talent management. I've been quoted in over 25 publications, and I've become a sought-after speaker.

What about my nights and weekends? Well I get to spend those with my family playing in the mountains of Colorado and the beaches and lagoons of lowcountry South Carolina. I'm also a USA Swimming official.

*Selected Credentials and Awards: MBA from the Daniels College of Business at the University of Denver
LinkedIn Top Voice | Gallup-Certified Strengths Coach | Grove-Certified Team Performance Practitioner
Certified Talent Advisor, by CEB (now Gartner) | Certified Recruitment Leader, by Human Capital Institute
Winner of Intergenerational Kindness Award, Store with a Heart | Stroke and Turn Official, USA Swimming*

Featured In:

FAST COMPANY



CEO OFFICIAL
MAGAZINE

