

ANGELA HEYROTH



PROPELLING ORGANIZATIONAL PERFORMANCE THROUGH A FOCUS ON TALENT

An expert in architecting talent-centric programs, with a unique breadth of experience designing and leading across the entire talent lifecycle, Angela has a reputation as a transformative builder, insightful problem solver, high performance team leader, and pioneering challenger. A trusted partner of C-leaders, Angela has a unique ability to both conceptualize strategies and construct solutions.

Her **25 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.

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 CENTRIC DESIGNS**, guided by the conviction 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 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 field of talent management and organizational design 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.

AREAS OF PRACTICE

- **Talent Attraction & Acquisition:** Employment brand, candidate experience design, recruiting dashboards and process design, interview guides, job postings, *and more*
- **Learning & Growth:** Onboarding, career pathing, succession plans, competency models, learning plans, performance management, *and more*
- **Culture & Engagement:** Employee surveys, rewards and recognition programs, stay interviews and retention plans, culture codification and transformation, *and more*
- **HR Strategy & Structure:** Guidance for HR leadership, HR team purpose and goal definition, HR org charting, HR team assessment, HR team retreats, *and more*

WAYS TO PARTNER

- As a **designer**, to create or modify deliverables, processes, and solutions that fit your needs and enhance the employee experience
- As a **facilitator**, to bring structure and support, guiding and directing your talent-centric project, discussion, or meeting
- As an **advisor** (AKA *consigliere*), to add expertise, insights, and recommendations as you develop your HR and talent strategies

SAMPLE SPEAKING TOPICS

- Architecting the Employee Experience
- Culture Transformation Roadmap
- Accelerating Engagement with Great Onboarding
- Framework for Succession Planning
- Engaging Across the Generations
- Secrets of Employee Belonging and Retention
- Demystify the Interview and Selection Process
- Discover Your Strengths (Clifton StrengthsFinder workshop)
- Managing the Candidate Experience

 [View video introduction to Angela and TALENT CENTRIC DESIGNS](#)



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