

Angela Heyroth

MY STORY



A Childhood Dream

I've always been drawn to building things.

As a child, I imagined becoming an architect, turning ideas into structures that were both beautiful and functional. I was fascinated by how design shaped experience. How the way something was built influenced how people moved, interacted, and thrived within it.

Well, spoiler alert: I didn't become an architect of buildings. Instead, I became an architect of organizations.

My Career Begins

I began my career in the late 1990s, serendipitously just as talent management was emerging as a formal discipline inside HR.

Over the next two decades, I had the opportunity to build across the entire talent lifecycle inside large, complex enterprises, using the latest research in this new field. I designed and led initiatives in talent attraction, executive development, succession planning, engagement, culture transformation, organizational effectiveness, and more – pretty unique if I'm one to brag. This breadth allowed me to see the interdependencies between these processes and to architect them as cohesive systems rather than isolated programs.

Many of the programs I'd built were recognized and written up as best-in-class. Along the way I'd also studied for and earned my MBA and several certifications.

Integration and Impact

What defined my work, though, wasn't breadth or accolades. It was integration and impact.

I was counted on not only to design strategy, but to operationalize it, to translate vision into scalable systems that could actually work, could actually drive measurable enterprise impact.

Like architecture, talent work requires both concept and construction. Strategy without deployment fails. Deployment without design drifts. I'm able to do both; in fact, a leader once called me "an ideator who implements."

Over time, a throughline, a point of view, became clear to me. Organizations perform at their best when they are intentionally architected around the inherent value of people. Not performative "people-first" language, but structured teams, processes, and programs that unlock discretionary effort, leadership clarity, and aligned accountability.

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MY STORY, CONTINUED

Time to Step Away from Corporate

After more than 20 years leading and building inside corporate environments, I made the intentional decision to step outside them.

I had long known that I wanted to do this work across multiple organizations, so I could partner with leaders navigating growth, transformation, or complexity, and help them architect environments where both people and performance could scale together.

In 2020, that intention became action.

Today - A Culmination of My Journey

TALENT CENTRIC DESIGNS was born from both conviction and experience. It was a culmination of decades spent building high-performing teams and talent programs, and a belief that human-centered design is not soft, but strategic, and the knowledge that anyone could unlock this with the right help and guidance, not just the biggest organizations with the biggest budgets.

Today, I partner with executive teams across industries to design talent strategies, organizational structures, and HR systems that drive measurable enterprise impact.

In parallel, I serve as adjunct faculty at the University of Denver, teaching graduate students about talent management, organizational design, and organizational effectiveness — preparing the next generation of HR leaders to think systemically about performance and people.

My work and thought leadership have been recognized through national publications and speaking engagements, and I am honored to be named a LinkedIn Top Voice for my contributions on employee experience, culture, and performance.

What about the dreams of that little girl? Well, I still think like an architect. The materials are different; instead of buildings of stone and steel and glass, I build impactful cultures, experiences, and teams. And the purpose remains the same: To design environments where people can thrive — and where organizations can perform at their highest potential.

*Selected Credentials and Awards: MBA from the Daniles 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*

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