



## Edw. S. Heyward

Ed is the founder and CEO of Rising Tide Solutions LLC, a Service-Disabled Veteran Owned Small Business specializing in leadership education and development. Rising Tide Solutions focuses on an organization's challenges, gaps, and opportunities to provide customized plans for training and other development solutions that provide improvement for both individuals and teams writ large.

In 2021 Ed became the Director of Fixed Base Operations for a private aviation company called Fly Exclusive. Ed was responsible for the smooth and efficient operations of three separate air terminals across Eastern North Carolina as well as the ground personnel required for operations. While at Fly Exclusive, Ed developed policies and programs that spanned all aspects of the operational capacity within

his realm, adding operational efficiency to areas from support equipment maintenance and inspection cycles to dress code and onboarding processes.

Prior to Fly Exclusive Ed worked as the Human Resources Manager for the Associate Materials Inc. (AMI) manufacturing facility in Kinston, NC. Ed was responsible for all HR functions related to the nearly 550 employees to include onboarding, payroll, dispute resolution, and multiple aspects of human capital management. During his time at AMI, Ed spearheaded the development, organization and leadership of a Training Department and an organic Recruiting Department. These two departments served to reduce turnover by nearly 100% and reduced external recruiting costs by nearly \$1 million annually.

Ed served 26 years in the United States Marine Corps before retiring as a Sergeant Major in 2019. His career began in aviation where he attained qualifications as a maintenance inspector and flight instructor before his assignment to the American Embassy in Budapest, Hungary as the security detachment commander. Once promoted to the rank of First Sergeant, Ed served in both artillery and communication units before his final promotion to Sergeant Major where he was assigned to 2<sup>nd</sup> Air Naval Gunfire Liaison Company (ANGLICO) and then further on to a rotary wing aviation unit. Highlights to Ed's career include creating and executing a training plan for one of Norway's first Sergeant Majors, certification as a Master Resilience Trainers Assistant, a Journeyman's Certificate in Counseling, and the privilege of being a guest/keynote speaker at multiple leadership academies and events. Ed is currently designated as a Resilience-Building Leader Program Trainer and has been published in *Leatherneck* and other established publications.