

DONNA MILLER, MBA, SHRM-SCP

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BUSINESS LEADER AND EXECUTIVE COACH

ORGANIZATIONAL DEVELOPMENT (OD) • TALENT MANAGEMENT • EXECUTIVE COACHING LARGE-SCALE HR PROJECT/PROGRAM MANAGEMENT • CHANGE & TECHNOLOGY LEADERSHIP

- Enable the realization of client business strategies by supporting leaders in identifying, prioritizing, and building enterprise-wide capabilities, behaviors, structures, and processes
- Advise clients on business planning, leadership development, talent and change initiatives
- Contribute to client long-term success through the design, development and delivery of programs and services that facilitate the alignment and integration of people, processes, technology, vision, strategy, leadership, business goals and culture.
- Influence organizational effectiveness and talent management through initiatives and project work related to organizational design, succession planning, talent assessment, talent development executive coaching and leadership development

EXPERIENCE AND ACHIEVEMENTS

EXECUTIVE RESOURCE CENTER • Edmond, OK/Denver, CO 2007 to 2011 and 2013 to Present
PURSE POWER, INC. • Edmond, OK 2017 to Present

Former Women Presidents' Organization Chapter Chair; Company Co-Founder and CEO, Executive Coach

Provide executive coaching and organizational development consulting services focused on leadership development, employee engagement, performance excellence, team effectiveness, organizational structure/design and other areas impacting achievement of business goals. Partner with leaders to serve as a trusted advisor for business planning and change management initiatives. Articulate strategy, develop plans, fund, and operate a start-up company focused on helping women use their purchasing power to drive positive change. Facilitate a second stage (multi-million-dollar revenue) business owner peer-coaching group.

Seen as a forward-thinking, HR and OD thought leader. Co-founded the Senior Organizational Development Association of Oklahoma, acted as the moderator of the Senior Executive Human Resources Forum (VP of HR group) and partnered with OCU to launch the Women in Leadership Conference. Built a high-profile client base including such leading companies as AT&T, Kimberly Clark, The Chickasaw Nation and the OKC Zoo.

CHAPARRAL ENERGY • Oklahoma City, OK 2011 to 2013

Vice President of Human Resources

Led the overall HR function. Worked with the CEO and COO to implement the company's 1st corporate and departmental goal setting process. Provided strategic and tactical direction in HR best practices company wide. Collaborated with HR and line management on talent management, leadership development, and succession planning. Worked with the HR team to enhance compensation and benefits programs.

Played a key role in transforming the HR function contributing to Chaparral's recognition as one of the "Best Places to Work in Oklahoma." Drove a pay-for-performance culture through redesign of the performance management and compensation systems. Led the company's first succession planning effort.

COX COMMUNICATIONS • Oklahoma City, OK 2003 to 2006

Vice President of Human Resources

Up leveled the HR function and strengthened the leadership team. Led the HR operation for a \$500 million, 2,000 employee business unit of a nationwide cable/telecom/high-speed data company. Supervised, mentored, and evaluated a team of 44 employees working in the areas of employee relations, recruiting/training, field operations, talent management, diversity, payroll, benefits administration, and leadership development.

Transformed the entire HR function and drove significant growth within the company's leadership team. Spearheaded the shift to a performance-based culture. Led organizational restructuring and compensation redesign efforts. Earned a standing ovation from front line managers for efforts on their behalf.

AVAYA • Highlands Ranch, CO

2002 to 2003

Senior Human Resources Business Partner

Collaborated with the senior divisional executive team on HR-based strategies, structures, rewards, and processes for a \$2.1 billion, 4,000-employee technical services organization

Facilitated strategic planning and influenced the mindset of the senior executive team. Partnered with senior leaders to successfully achieve business goals in a multi-billion-dollar operation. Gained positive feedback from line executives. Developed a change management communication program, drove a pay-for-performance culture, and led 3 reductions in force. Created a mentoring program for the Women in Cable Telecommunications (WICT) organization that was rolled out nationwide.

US WEST / MEDIAONE / AT&T • Denver, CO

1996 to 2001

Director of Organizational Design and Effectiveness, Broadband Division, AT&T

Director of Human Resources, MediaOne

Director of Human Resources Planning, Systems and Operations, US West

Progressed through increasingly responsible leadership positions during period of tremendous change (2 mergers/acquisitions) with an industry-leading corporation.

Contributed to a series of HR and OD/OE initiatives by leading a team in the development of an HR downsizing and staffing playbook for consolidating 250 call centers down to less than 30 nationwide, sponsoring significant self-service technology projects, implementing a best-practice new employee orientation program, project-managing the creation of a 500-seat career center for a 4000 exempt employee downsizing (12 days from concept to implementation) and working with a team to design, develop and deliver a new HR competency model.

*** Earlier career in the banking and computer industries reflected consistent achievement and advancement through increasingly responsible positions. With **Sun Microsystems**, served as a Field HR Generalist, working directly with the sales compensation executive team to revamp the compensation system and enhance the communication process.*

EDUCATION & CREDENTIALS

UNIVERSITY OF COLORADO, DENVER • MBA in Organizational Development
BAYLOR UNIVERSITY, WACO, TX • BA in Business Administration and Psychology

CERTIFICATIONS & TRAINING

Bank of America/Cornell – Certificate in Women’s Entrepreneurship
CoachSource Sponsored, ACTP Coaching Skills and Tools Program – Goldvarg Consulting Group, Inc.
Senior Certified Professional, Society for Human Resources Management
Senior Birkman Certification, Birkman International
Certified Coach, Zenger Folkman Extraordinary Leader 360 Assessment
International Coach Federation Professional Certified Coach (expired 12/19)
CDR Assessment Suite

AFFILIATIONS

Women Presidents’ Organization - Former Oklahoma Chapter Chair
YWCA – Former Board Member, Purple Sash Co-Chair and Sponsorship Committee Co-Chair
International Coach Federation - Arkansas/Oklahoma Chapter Former Director of External Relations
Senior Executive Human Resources Forum – Former Moderator
2020 Women on Boards National Conversation on Board Diversity - Oklahoma City Campaign Committee Co-Chair
Senior Organizational Development Association of Oklahoma – Co-Founder

AWARDS

The Journal Record Oklahoma’s Most Admired CEOs 2020
Oklahoma Hospitality Club Ladies in the News 2020
The Journal Record Woman of the Year 50 Making a Difference Honoree – 2017, 2018 and 2020 (Circle of Excellence)
Professional Excellence Award at both Sun Microsystems and Columbine Systems