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| Macintosh HD:Users:SAFPiper:Documents:2019:Icons:global icon vector.jpg  | Kristy Busija, ACC, BCC Charlotte, NC 28277 | 412.337.2213 | linkedin.com/in/kristybusija | kristy@NextConversationCoaching.com  |

Talent Management and Organizational Development Executive

**Large-Scale Global Talent Management, Talent Development, and Organizational Development Program Expertise**

Talent Management and Organizational Development Executive with a 20+-year track record of success in leading organizations in the design and deployment of progressive programs. Inclusive leader, ICF Certified Coach (ACC), and Board-Certified Coach (BCC), who is multiculturally sensitive, and excels leading within ambiguous environments. Proven ability to execute fast, with a genuine passion for progressive solutions. Trusted partner in the creation and deployment of progressive Talent Management (TM) and Organizational Development (OD) platforms for start-ups, mergers, and expansions with the ability to rapidly scale for growth. Hardwired to make sense out of the chaos.

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| Competencies:* Builder of Dynamic Global Teams
* Integrated Talent Management
* Learning Management Systems
* Succession Planning Management
* Leadership Development, Coaching, & Mentoring
* Culture and Language Training
* Strategic Workforce Planning
* Organizational Effectiveness
* Competency Modeling, Assessment Program & Curriculum Design
* Needs Analysis, Measurement & Evaluation
 | Profile:* **Provides the vision, roadmap, and execution for large-scale global programs** across the Americas, APAC, and EMEA regions.
* **5x build-from-inception success in the development and deployment of robust TM and OD programs for** both greenfields and established organizations (to 15,000 Employees).
* **Highly inclusive and collaborative leadership** that excels in building strong partnerships with global matrix teams and stakeholders.
* **Demonstrated ability to repeatedly meet aggressive timelines.**
* **Gained solid foundation in rapid prototyping as a consultant at DDI.**
* **Success in launching Corporate Talent Programs** and implementation of a Global Orientation programs for three organizations.
* **Proven success at using data and analytics** to drive continuous improvement and demonstrate ROI.
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Professional Experience

**Next Conversation Coaching, LLC** | Charlotte, NC **2017 – Present**

**Founder & CEO**

*Increases bottom-line performance, customer commitment, and employee engagement by working with leaders and teams to unlock their potential. Builds trust and rapport quickly, listens carefully, and asks thought-provoking questions to guide clients to create more effective behaviors and build lasting structures. Coaches individuals and teams who desire to reach their optimal potential, one conversation at a time.*

Professional & Executive Coaching I Talent Management Consulting I Team Building I Training & Development

**Kennametal** | Charlotte, NC **January 2020 – June 2021**

**People & Culture Sr. Leader**

**Reason for Leaving:** O*rganizational business practices.*

*Strategic driver of core talent and organizational development solutions for 9000+ employees globally.*

* **Developed and implemented short / long term talent strategies and programs to drive organizational change** (performance management, talent review/succession, leadership and professional development, coaching, assessments) for **9000+ employees globally**.
* **Created and implemented impactful dashboards, reporting and processes** to drive meaningful talent conversations. Recognized for innovative and comprehensive talent analytics/solutions by industry leaders.
* **Improved key processes and standards** including competency framework, behavioral interviewing, team effectiveness, etc.
* **Realized cost savings of $2.07M** through strategic partnership changes and enterprise strategy alignment.

**Albemarle Corporation** | Charlotte, NC **2018 – December 2019**

**Head of Global Talent & Organizational Development**

**Reason for Leaving:** *Position eliminated through re-organization.*

*Provided strategic oversight of talent management and organizational development solutions for Albemarle globally. Managed/grew team to 6 direct reports. Oversaw aggregate budget of $4M+.*

* **Stepped into an environment that had struggled to build and scale a global Talent Development and Organizational Development platform** following earlier $6.2B acquisition, which propelled the company **become a 9,000-employee, global 24 x 7 operation almost overnight.**
* **Successfully** **designed, built, and globalized 15+ newly developed programs in 6 languages within an aggressive 18-month window** for over 9,400 employees dispersed across in the U.S., LATAM, APAC, and EMEA regions:
* Comprehensive portfolio of programs included: Leadership Development programs (all levels), Coaching program (all levels), Assessments (all levels), a Mentoring program (all levels).
* Additional programs included: LMS Content and E-learning, New Employee Onboarding, Tuition Reimbursement policies/procedures, and Professional Development programs.
* **Built out/enhanced Organizational Effectiveness capabilities,** including competency library, behavioral interviewing, performance management, core values, and team effectiveness.

**Providence Health & Services** | Torrance, CA **2016 – 2018**

**Director, Talent Management & Learning**

**Reason for Leaving:** *Position eliminated through re-organization.*

*Provided strategic oversight of talent management and organizational development solutions for hospitals and facilities throughout the southern California region.*

* **Accelerated the development and implementation** of a regional talent management and learning strategy for **15,000+ employees, 6 hospitals, 3 medical groups, and affiliated health facilities.**
* **Provided** **extensive coaching to Clinical and Executive Leaders** to improve strategic thinking and leadership capabilities.
* **Accelerated the** **development of high-potentials** for promotional opportunities by identifying key talent through talent reviews and creating a more structured **succession planning** strategy.

**Lumileds** | San Jose, CA **2015 – 2016**

**Senior Manager, Global Talent Development**

**Reason for Leaving:** *Project assignment for start-up as part of divestiture*

*Brought in to build innovative Talent Development solutions for the Americas,* APAC, *and EMEA regions (32 countries and 8,500 employees).*

* **Built a** **Global Talent Development platform from the ground-up** following 2015 carve-out from parent Phillips. Met aggressive timeline to build the entire infrastructure, tools, and programs needed (competency models, values, assessment centers, behavioral interviewing, development, etc.)
* **Selected and implemented the** **Global Learning Management System (LMS)** to centralize training through tracking all training, learning, and competency of personnel resulting in a **290% ROI.**
* **Led the successful design and execution of an innovative Global Talent Management and Learning Center.**
* **Devised roadmap and strategy to** **integrate HR systems** across all 32 countries and 8,500 employees.

**Benteler Steel/Tube Manufacturing Corp.** | Shreveport, LA **2014 – 2015**

**Manager, Talent & Organizational Development**

**Reason for Leaving:** *Project assignment for start-up greenfield*

*This short-term assignment provided an opportunity to create a Talent Management and Learning function from the ground up, while ensuring all employees in the mill were qualified to perform their role by the start of production, while staying on budget.*

* **Built talent team, curriculum, and comprehensive training programs in record time** (6 months), enabling company to start production on time and on budget. Built out entire roadmap and partnered with key providers to implement best in class programs, as recognized by industry colleagues and the Corporate office.
* **Drove talent management programs** (talent reviews, performance management, succession planning) to build a robust talent pipeline.
* **Designed and implemented organizational capability programs** to drive business outcomes and accelerate team performance (new leader assimilation, leadership development, assessment centers).

**Vallourec Star** | Youngstown, OH **2011 – 2014**

**Manager, Talent & Organizational Development**

**Reason for Leaving:** *Opportunity for project assignment for start-up greenfield*

*Stepped into newly created role to build inaugural Learning & Organizational Development function. Built a 4 FTE department and function from the ground up to support 4 plants, 3 locations, and 1,200 employees.*

* **Served as the** **North America system functional expert** directing the Learning Management System implementation.
* **Implemented impactful leadership development programs**.
* **Devised skill based development program pertaining to** **soft skills curricula** for hourly employees.
* **Established talent and organizational development standards within all site locations** through collaboration with vendors (Tooling U., New Horizons, MTS), resulting in **adoption as North America Corporate initiatives.**

**Westinghouse** | Cranberry, PA  **2007 – 2011**

**Senior Talent Development Consultant, Westinghouse University** (2009 – 2011)

**Manager, Talent & Organizational Development** (2007 – 2009)

**Reason for Leaving:** *Industry and department outlook changed as a result of natural disasters*

*Gained a solid foundation in best practices. Repeatedly tapped for promotional opportunities based on ability to deliver.*

* **Drove innovative culture and engagement initiatives** (employee engagement, company-wide leadership 360, assessment centers, leadership development)
* **Designed, built, and launched corporate** **Westinghouse University**. Oversaw instructional design, training facilitation, metrics development, and learning consultation. Work executed from a CoE perspective, serving the global organization.
* **Implemented an innovative** **Global Orientation Program** for 12,000 employees in 20 countries.
* **Slashed costs by $1.45M by leading** **Green Belt project** which evaluated tuition reimbursement policy.
* **Participated on ‘Customer 1st’ projects** **(Six Sigma/Lean)** as an OD expert/process owner.

**Development Dimensions International, Inc.** | Pittsburgh, PA **2005 – 2007**

**Consultant**

**Reason for Leaving:** *Opportunity to broaden experience with global organization*

*Gained a solid foundation in rapid prototyping new talent programs for clients. Learned how to create and re-iterate a product in rapid timeframes, ensuring integration of the product with existing products, and price products.*

* **Created and launched a** **new job analysis process/product** (Success ProfilesSM Card). Led the development of training and instruction, tested, developed documentation, and educated consultant delivery teams.

*Earlier Engagement: Organizational Development Consultant | University of Pittsburgh | Pittsburgh, PA | 2003 - 2005*

Education & Credentials

**Masters of Science, Industrial/Organizational Psychology |** University of Baltimore, MD

**Bachelor of Science, Psychology (Magna Cum Laude) |** University of Pittsburgh, PA

**Certifications & Training:**

* Human Synergistics Assessments (M/I, L/I Assessments, OCI, OEI)
* EQ-I 2.0 and EQ360
* Talentx7 Assessment
* LVI 360 Assessment
* 5 Behaviors of a Cohesive Team Assessment
* Hogan Certifications (Assessments, Advanced Feedback, Advanced Interpretation)
* ICF Credentialed Coach (ACC)
* Board Certified Coach (BCC) with specialty designation in Executive/Corporate/Business/Leadership Coaching
* Achieve Global Leadership & Service Solutions Facilitator Certification
* Green Belt Certification
* DDI Certifications: Certified Facilitator, Targeted Selection Administrator, Master Trainer for DDI’s Success Profiles Card Sort
* 4 Stages of Psychological Safety Facilitator (including assessment)
* DiSC Facilitator (inclusive of all the assessments in the suite)
* Adele Lynn Leadership Group’s A Different Kind of Smart: Applying Emotional Intelligence at Work Certification
* Center for Leadership Studies’ Situational Leadership Certification
* Apparent Cause Investigator Certification
* Franklin Covey’s Leading at the Speed of Trust course | Teaching Certification
* Certified Insights Discovery Facilitator (including assessment)
* Personalysis Facilitator (including assessment)
* Insights Discovery Facilitator (including assessment)

**Professional Affiliations:**

* Forbes Coaches Council – Member
* Charlotte Area Chamber of Commerce – Member & Professional Development Committee Member
* International Coach Federation (ICF) – Member
* International Coach Federation (ICF) Charlotte Chapter – Member
* Association for Talent Development (ATD) – Member
* Center for Credentialing & Education (CCE) – Examination (BCCE) Committee: Subject Matter Expert
* Charlotte Village Network (CVN) – Board Member