### Areas of Expertise

* Integrated Talent Management Strategy
* Assessment Strategy
* Succession Planning Strategy and Optimization
* Learning & Development Strategy
* Leadership Development, Coaching & Mentoring
* Executive Advisory & Coaching
* Talent & OD Team Leadership
* Culture Development & Enablement
* Leadership Development
* Team Development
* Talent Development
* Organizational Development
* Change Leadership
* Employee Engagement
* Talent Management & Processes
* Measurement & Evaluation
* Budget Management
* Strategic Workforce Planning
* Workshop Facilitation

### Industry Lines

* IT / Technology
* Construction
* Software / Cloud Services
* Healthcare
* Consulting
* Manufacturing
* Nuclear
* Higher-Education
* Finance

### Certifications & Credentials

* ICF Certified Coach (ACC)
* Board-Certified Coach (BCC)
* OCI/OEI; M/I and L/I
* EQi-2.0 and EQ360
* Talentx7 Assessment
* Hogan Assessments
* Hogan Team Facilitator
* DDI: Facilitator, SuccessProfiles Card Sort Master Trainer, Targeted Selection
* Emotional Intelligence Trainer
* Franklin Covey’s Leading at the Speed of Trust
* Insights Discovery Facilitator
* DiSC Facilitator
* Green Belt

### Education

* B.S., Psychology – University of Pittsburgh
* M.S., Industrial/ Organizational Psychology – University of Baltimore
* Coach Training – Coach Academy International

### Professional Summary:

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.

### Work Experience:

**Talent Management Strategy and Implementation**

* 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.
* Accelerated the development of high-potentials for promotional opportunities by identifying key talent through talent reviews and creating a more structured succession planning strategy.

**Talent and Organizational Development**

* Scaled a global Talent Development and Organizational Development department to support a 9,000-employee, global organization (within 18 months).
* 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.
* Proven success at using data and analytics to drive continuous improvement and demonstrate ROI. (290% ROI for LMS implementation, 10% increase in internal fill rate in 1 year, etc.)
* Led the successful design and execution of an innovative Global Talent Management and Learning COEs.
* Drove innovative culture and engagement initiatives (employee engagement, company-wide leadership 360, assessment centers, leadership development)
* 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).
* Success in launching Corporate Talent Programs and implementation of a Global Orientation programs for three organizations.

**Executive Coaching**

* Provide tailored coaching at all levels in the organization (C-Suite, SVP, VP, Country Manager, Director, Sr., Director, Area Manager, Supervisor, Manager, Professional)

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| Next Conversation Coaching, LLC | Executive Coach/Founder | 2017-Present |
| Kennametal | People & Culture Sr. Leader | 2020-2021 |
| Albemarle Corporation | Head of Global Talent & OD | 2018-2019 |
| Providence Health & Services | Talent Management & Learning Director | 2016-2018 |
| Lumileds | Talent/OD Sr. Manager | 2015-2016 |
| Benteler Steel/Tube | Talent/OD Manager | 2014-2015 |
| Vallourec Star | Talent/OD Manager | 2011-2014 |
| Westinghouse | Sr. Talent Consultant  Talent/OD Manager | 2009-2011  2007-2009 |
| Development Dimensions International (DDI) | Consultant | 2005-2007 |
| University of Pittsburgh | Organizational Development Consultant | 2003-2005 |

### Career History