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SUMMARY

Talent Acquisition and HR executive with extensive experience transforming recruitment strategies across global manufacturing, engineering, and telecommunications sectors. Proven track record in building high-performing teams and driving M&A talent acquisition initiatives. Passionate about creating scalable, innovative hiring solutions that align with business growth.

CORE COMPETENCIES

- Strategic Workforce Planning
- Diversity Hiring Initiatives
- Talent Analytics & Metrics
- Employer Branding
- Contingent Workforce Solutions
- Recruitment Process Optimization
- Stakeholder Management
- Vendor Negotiation & Management
- Cross-functional Team Leadership

PROFESSIONAL EXPERIENCE

Lisa Transforms
Stratagist/ Consultant
February 2024 - present
Washington, DC

Enable organizations to design and scale recruitment strategies that fuel business growth. Drawing from executive roles across aviation, manufacturing, engineering, and telecom, I bring a track record of building high-performing teams, streamlining global processes, and embedding scalable hiring frameworks.

My consulting work focuses on aligning people strategies with business outcomes—whether it's start-up org design and enablement, Process recommendation and implementation, M&A integration, contingent labor design, or early career programs. I'm especially passionate about helping companies modernize their approach through agile tech, data-driven insights, and even practices that stick.

Supernal
Head of Talent Acquisition and Mobility
November 2020 – January 2024
Washington, DC

Supernal is a leading aviation startup focusing on cutting-edge technologies, including autonomy, electrification, and smart manufacturing.

Project Outcomes:

- **Scalable Growth:** Successfully scaled headcount from 50 to 630 employees in three years, contributing directly to Supernal's ability to expand from an early-stage startup to a major industry competitor.
- **Efficiency Improvements:** Reduced recruitment costs by 15% and achieved a 66% reduction in time-to-fill, enabling faster operational expansion during critical phases.
- **Diversity Hiring:** Increased diverse hiring by 25% through targeted outreach and inclusion initiatives.

Accomplishments:

- Developed and executed a comprehensive talent acquisition strategy that facilitated Supernal's growth from an early-stage startup to a significant industry player, scaling from 50 to over 630 employees in under three years.

- Built a recruitment organizational structure from the ground up in less than five months. This included hiring and mentoring a diverse team, implementing modern recruitment technology, and establishing innovative processes for rapid scalability.
- Designed and deployed seven new key talent acquisition programs and vendors in less than a year, covering ATS implementation, employment branding, relocation services, background checks, RPO partnerships, recruitment events, and assessment artificial intelligence (AI) tools.
- Led initiatives to reduce time-to-fill by over 66%, using Six Sigma principles to audit and refine recruitment operations in a startup environment.
- Created a contingent hiring strategy that responded to fast-growing needs while focusing on cost-efficiency, boosting diversity hiring metrics by 25%.
- Managed significant vendor negotiations, resulting in approximately 15% savings on recruitment services and tools while maintaining high service quality.

Bechtel Global

Director, Talent Acquisition and Mobility (Global Delivery Manager)

April 2019 – March 2020

Reston, VA

Bechtel Global is a premier engineering and construction company known for executing complex infrastructure projects across multiple sectors.

Project Outcomes:

- **Global Standardization:** Achieved significant improvements in recruitment data accuracy (13% to 96%) and streamlined recruitment practices across 10+ countries, which resulted in consistent and compliant hiring.
- **Diversity Enhancement:** Increased representation in leadership roles by 40% through targeted diversity programs.
- **Contingent Workforce:** Established a robust contingent workforce program that reduced project disruptions in high-demand regions by 30%.

Accomplishments:

- Directed a globally distributed talent acquisition team of 68 recruiters and hiring managers across multiple continents, ensuring alignment with global recruitment needs and local compliance standards.
- Spearheaded the transition from a decentralized to a centralized global talent acquisition model.
- Improved data accuracy from 13% to 96% through the introduction of a performance metrics system.
- Developed a contingent hiring model customized to the needs of Bechtel's multinational projects.
- Worked closely with the Chief Diversity Officer to design and implement outreach programs that led to a 40% increase in female and underrepresented hires.

CommScope

Global Director, Talent Acquisition

June 2016 – April 2019

Hickory, NC

CommScope is a global leader in network infrastructure solutions, serving customers across APAC, EMEA, and the Americas.

Project Outcomes:

- **Cost Savings:** Implemented a contingent worker program resulting in \$1MM savings in the first year.
- **Operational Improvements:** Delivered a complete redesign of talent acquisition within 52 countries, leading to a 20% reduction in time-to-hire.
- **Early Career Success:** Boosted early career hires by 25%, ensuring a consistent pipeline for future talent needs.

Accomplishments:

- Oversaw talent acquisition across APAC, EMEA, and the Americas, managing a \$5MM budget and a recruitment team of 24.
- Redesigned the global talent acquisition model within 12 months.
- Introduced best practices that were adopted across various regions to ensure consistency and compliance.

- Created and implemented a contingent worker program that delivered over \$1MM in annual cost savings.
- Delivered detailed employment dashboards to business stakeholders.
- Developed a university relations strategy that boosted early career hiring by 25%.

Rockwell Automation **Director, Talent Acquisition**

April 2013 – May 2016

Milwaukee, WI

Rockwell Automation is a leading provider of industrial automation and IoT solutions, operating in over 80 countries.

Project Outcomes:

- **Scalable Expansion:** Expanded MSP contingent labor programs in China and Brazil, contributing to a 15% increase in workforce flexibility.
- **Compliance Assurance:** Achieved 100% compliance with OFCCP requirements.
- **P&L Impact:** Managed \$7MM talent acquisition budget, implementing cost-saving measures that reduced recruitment expenses by 10%.

Accomplishments:

- Led a global team of 30, managing a \$7MM P&L for talent acquisition.
- Developed and managed strategic initiatives to expand Rockwell Automation's Managed Service Provider (MSP) program.
- Directed ATS (Kenexa BrassRing) implementation and oversaw key vendor partnerships.
- Created comprehensive talent acquisition strategies tailored to manufacturing and corporate sectors.
- Extensive experience in OFCCP compliance ensured adherence to regulations in union and non-union environments.

Travelers Insurance

Talent Acquisition Operations Manager

March 2005 – March 2013

Travelers Insurance is a leading provider of property and casualty insurance products.

Project Outcomes:

- **Centralized Operations:** Successfully transitioned to a centralized recruitment model, improving efficiency and reducing redundancy by 20%.
- **Staff Development:** Developed and rolled out a recruitment training program, resulting in a 30% improvement in recruiter performance metrics.

Overview of Role:

- Managed the operational aspects of talent acquisition, developing streamlined processes for improved candidate experience and recruiter efficiency.
- Contributed to the centralization of recruitment operations, which reduced redundancy.
- Developed training programs for recruitment staff, focusing on best practices in candidate assessment and selection.

CERTIFICATIONS

- Development Dimensions International (DDI) Targeted Selection Certified in Trainer Interviewer Program Management
- DDI Programs

KEY SKILLS

- Transformational Leadership
- Agile Recruitment Strategies
- Talent Acquisition Transformation
- Global Recruitment Strategy
- Utilization of Artificial Intelligence (AI) Software and Programming
- Diversity, Equity, and Inclusion (DEI) Programs
- Workforce Planning
- Predictive Talent Analytics

- Recruitment Technology Implementation
- Vendor Management Optimization
- Talent Development and Management
- University Relations Programs
- Mergers & Acquisitions Integration
- Talent Strategy Alignment

EDUCATION

- **Bachelor of Science in Human Resources - Business Management**
University of Phoenix
Graduated with Honors