



About Me: Accomplished HR, TM, OD, and L+D leader with a proven ability to build industry leading talent, learning, culture programs that drive performance, engagement, learning, innovation, and positive organizational change. For more about me, [see this feature in Talent Management Magazine](#).

Aspiration: Continue providing strong leadership in organizational talent, learning, and culture to elevate the employee value proposition, deepen partnerships, and ensure the right talent are ready at the right time to achieve business results and accelerated growth.

EDUCATION

- **Doctorate: Education Leadership** (w/ focus on tech and org. development), University of Phoenix (2016)
- **Master's: Industrial/Org. Psychology**, Southern New Hampshire University (2021)
- **Grad Cert: Employment Law** Cornell University (2021)
- **Master's: Education Business Administration**, University of Scranton (2013)
- **Master's: Education Technology**, Wilkes University (2007)
- **Bachelor's: Art Education**, Kutztown University (1996)

CERTIFICATIONS

- **Senior Professional Human Resources (SPHR)**, HRCI
- **Certified Professional in Talent Development (CPTD)**, Association for Talent Development (ATD)
- **Certified Master Trainer**, ATD
- **Certified Master Instructional Designer**, ATD
- **Certified 360 Feedback Administrator**, Center for Creative Leadership (CCL)
- **Certified EQI 2.0 Administrator**, Multi-Health Systems (MHS)
- **Certified Disc Administrator**, Wiley

DISCIPLINE EXPERTISE

ACHIEVEMENTS/EXPERIENCES

Senior Director, Talent and Learning (T+L) ZoomInfo (4,000+ EEs/7 Global locations) Dec 2021 – Present (1 Yr) • Greater Boston, MA

- Established a clearer and exciting program vision and mission
- Re-organized once disparate and even competing TM and L+D teams into a single, high-functioning, global T+L team (8 global professionals spread over 4 locations).
- Activated employee/leader support and rebuilt our program brand, making T+L a flagship of the ZoomInfo employer value proposition (EVP).
- Built 5 new, highly successful global leadership development programs (from IC to executive), each boasting exceptional enrollment and ratings.
- Elevated overall program enrollment by 5x across all programs and 10x across leadership programs.
- Spearheaded several technical and product enablement programs for diverse teams.
- Catalyzed and supported numerous DEIB and allyship initiatives including ERG activities and community-building events across the global org.
- Reimagined the entire performance and goal setting philosophy/strategy and elevated overall participation in corporate frameworks by over 40%.
- Built an entire onboarding program and platform including global orientation sessions, monthly new hire roundtables, manager and new hire onboarding playbooks, onboarding champion program, intranet hubs, seamless LMS enrollments, and feedback conduits.
- Led a successful Workday HCM implementation, including the design, configuration, and implementation of the entire Talent tenet – performance, goals, succession, talent reviews/9-Box, and calibrations.

ACHIEVEMENTS/EXPERIENCES



ORG. DEVELOPMENT + LEARNING

- Change Management
- Org. Design/Hygiene
- Teaching + Facilitation (Live/Virtual)
- Leadership Development
- Large-scale Conference/Retreat development and implementation
- DEIB, Cog. Bias, Allyship
- Teambuilding
- Coaching + Mentoring
- 360s/Behavioral Assessments
- Employee Engagement
- Instructional Design
- Product/Sales Enablement
- Multimedia + E-Learning Authoring
- LMS, LCMS, LXP management
- Policy + Compliance Implementation
- Employee Experience
- Corporate Communications

TALENT

- Talent Strategy
- Workforce Planning
- Performance
- Career Planning/Pathing
- Competency Development
- Onboarding/Integration
- Goal Setting (IDPs/MBOs/OKRs)

CORE HR

- Comp + Total Rewards
- Employee + Labor Relations
- Talent Acquisition
- HR Business Partnership
- Mergers & Acquisitions
- HRIS, HCM management

VP, Talent Development

SharkNinja (<3,000 EEs/5 Global locations)
Jan 2020 – Dec 2021 (2 yrs.) • Greater Boston, MA

- Reestablished the program vision and developed a roadmap for the entire talent and learning lifecycle (onboarding to leadership development to engagement)
- Built a new, stepwise leadership development program spanning IC to executive level, and then pulled over 400 employees through the program in the first year.
- Built 7 new communication, project management, and product trainings.
- Built an org-wide mentorship program which enrolled over 25 mentors and almost 100 mentees.
- Upraised total program enrollment from 80 enrollments in 2019 to over 1,400 enrollments in 2021.
- Led a team of four global talent and learning professionals

Director, Talent Development

Simpson Gumpertz & Heger (<1,000 EEs/9 US locations)
Feb 2013 – Feb 2020 (7 yrs.) • Greater Boston, MA

- Catalyzed a deeper commitment for developing/engaging employees and cultivating culture.
- Built seamless people processes, dozens of high-impact L&D programs/events, hundreds of digital learning resources, and an almost flawless learning tech platform/infrastructure.
- Established yearly retreats and Boot Camps as the flagship of our talent attraction and retention strategy.
- Created one of the most widely regarded talent ecosystems in the AEC industry (so successful in our philosophy, design, and implementation that the organization tripled its investment over 7 years).
- Created a replicable success model and set the standard for building learning programs in the AEC industry that even now, despite no longer working in the AEC industry, I continue to be called upon to write articles and serve as a presenter/panelist at [AEC HR conferences](#).