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| **First Last, Ph.D.** | Email@gmail.com ▪ XXX.XXX.XXXCity, State ▪ [www.linkedIn.com](http://www.linkedIn.com)  |

**Organizational Development and Talent Management Leader**

Strategic Talent and OD thought leader and practitioner with a passion for creating and implementing engaging, scalable initiatives throughout the employee experience that build organizational capability and enhance individual and team performance. Talent and employee engagement evangelist that prioritizes developing leaders in alignment with current/future business needs and organizational values. Collaborative change agent focused on client service and providing data driven results for meaningful business impact and the achievement of organizational goals.

***Highlights of Expertise include:***

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| * Succession Planning
* Talent Review
* High Potential Identification and Development
* Performance Management
 | * Leadership Assessment and Coaching
* Change Management
* Employee Engagement
* Competency Modeling
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**Qualifications in Action**

* Led strategy and execution of Talent Review and Succession Planning processes, with a focus on aligning business needs with High Potential and Leadership talent.
* Employee engagement guru, skilled with communication, education, survey execution and results interpretation, leadership coaching and action planning.
* Skilled organizational development leader, restructuring and transforming talent management programs to drive enterprise success, leadership development, career growth and organizational capability.
* Expert individual assessment facilitator with experience analyzing and debriefing results from a wide variety of assessments, resulting in targeted development plans for leaders.
* 10+ years of expertise leveraging quantitative and qualitative research tools, emerging technologies, targeted assessments, and advanced methodologies to develop evidence-based insights and programs that deliver improved employee engagement, enterprise success, individual and team development and accelerated business outcomes.
* Experience leading direct reports and matrixed team members.

**Career Experience**

**HelloFresh, New York, NY** March, 2021 to Present

**Associate Director - Talent Management & Organizational Development**

Driving member of the People leadership team in implementing innovative best practices in identifying high potential talent, pinpointing critical roles and developing talent throughout the organization, with a focus on identifying 1:1 succession and talent pools.

* Redesigned and implemented organizational talent review and succession planning processes that engaged 500+ managers and employees to better align with business and talent strengths.
* Led facilitation of calibration meetings with Executive Leadership and HRBPs.
* Oversaw 360 feedback process for leader and employee development for 2,000+ employees.
* Created interactive IDP process which produced thoughtful, collaborative and actionable development plans.
* Spearheaded re-imagining of goal setting process for driving results at the individual and team level.
* Analyzed annual employee engagement survey data and actioned on targeted areas through pulse survey design and implementation.
* Sourced AI Talent Marketplace platform for career pathing, gig assignments, mentoring and coaching.

**Brown Brothers, Harriman, New York, NY** April, 2019 to March, 2021

**ASSISTANT VICE PRESIDENT – TALENT & DEVELOPMENT/ORGANIZATIONAL EFFECTIVENESS**

High-impact leader directing globally dispersed teams in delivery of programs, providing advisory and management best practices that focus on employee and organizational development, resulting in improved organizational performance. Created Employee Experience strategy and framework and leveraged quantitative data gained through assessments and surveys to improve retention, new hire integration, development, engagement and succession.

* Drove global 360-degree Manager Effectiveness Assessment – item development, administration, creation of best practice guides, communication planning, reporting strategy and action planning for coaching on innovation, collaboration, delivering feedback, and DE&I for 1,000 managers
* Led Performance Management Cycle (Goal setting, Mid-Year Review and Year-End Review) with a focus on developing a culture of continuous feedback.
* Analyzed bi-annual employee engagement survey data, identifying areas of focus and supported HRBPs in action planning for the business.
* Designed and oversaw enterprise-wide onboarding program across 15 countries and created behavioral-based 30/90/120-day surveys for new hires. Implemented strategies for effective remote Onboarding.
* Led analysis of COVID-19 Sentiment Survey and leveraged results to advise senior leaders on appropriate plans of action.
* Program managed firm-wide Innovation Ideation and Validation project, with 2,000+ participants.
* Oversaw governance of organizational assessments and survey tools for organization-wide usage.
* Co-Chair of the Diversity, Equity and Inclusion Council within Human Resources. Created DE&I pulse survey, analyzed results and presented them to HRLT. Partnered with HRLT to create workstreams and action plans based on survey results.

**New York Presbyterian Hospital, New York, NY** August, 2013 to April, 2019

**ORGANIZATIONAL DEVELOPMENT CONSULTANT**

Transformed organizational culture using advanced approaches and innovative experiential leadership development solutions that improved talent pools and boosted employee engagement. Researched and implemented high-level strategies for leadership coaching, succession management, high-potential talent advancement, workforce planning, learning, and performance management. Leveraged expertise to develop assessment-based programs that deliver top-quality results in areas of new leader assimilation, performance feedback and team development. Coalesced cross-team support to produce and execute on program strategy for producing actionable data and insights that drove performance and exceeded KPIs across multiple business lines.

* Supported Talent Review facilitation and Succession Planning processes. Created and rolled out Emotional Intelligence Toolkit for high potential managers and Mentoring Program for high potential female leaders.
* Drove enterprise-wide transition from employee satisfaction to employee engagement, training leaders and executing initiatives that generated 12% increase in participation and 8% increase in overall engagement, as measured by the annual engagement surveys across 3 years.
* Managed the organization’s suite of assessments. Facilitated various leadership development assessments, including ESCI, KF360, Via Edge Learning Agility, and Myers-Briggs, and translated results into effective coaching programs for senior leaders and high-potential employees.
* Led organization-wide change management for adoption of new HRIS.
* Designed and delivered team development meetings for groups of 50+ on topics such as change management, effective communication, team collaboration, giving and receiving feedback, respect, leadership and influence.
* Generated 30% improvement in areas of goal alignment, role clarity, interpersonal relationships, process improvement, employee and patient engagement.
* Credited with producing 40% conversion rate increase of successful recruitment of interns to FTEs over 4 years.

*Earlier Career Success:* Freelance Consultant, Research Consultant, Senior Training Evaluation Consultant and Graduate Teacher’s Assistant

**Education & Credentials**

**Ph.D. in Applied Organizational Psychology,** Hofstra University, Hempstead, NY

**Master of Arts in Industrial/Organizational Psychology,** Hofstra University, Hempstead, NY

**Double Bachelor of Arts in Psychology & Political Science,** Westfield State College, Westfield, MA

*Professional Certifications:*

**DiSC** – Everything DiSC Workplace

**DLI Assessment Center** – Change Style Indicator

**Hogan** – Personality Inventory | Hogan Development Survey | Motive, Values, Preferences Inventory

**Korn Ferry** – Via Edge Learning Agility | Talent Review | Leadership Architect | KF360

**Korn Ferry/Hay Group** – Emotional and Social Competency Inventory (ESCI)

**LUMA Workplace** – Design Thinking

**MBTI** – Myers Briggs Type Indicator, Step I and Step II Instructor

**Prosc**i – Change Management