Examples of Implemented Solutions

Talent Development

- Introduced talent development philosophy and created strategic plan for leader and individual development based on the model of continuous learning, including action-learning teams and cross-functional assignments.
- Conceived and developed talent plan for company that included targeted education for all people managers and exempt employees on the value of development and their roles in the process.
- Co-lead for global initiative to identify, establish and publish formal career paths for employees, via an interactive portal focused on employee development needs.
- Conceived and introduced rotational development program model designed to provide significant learning and growth experiences for high-potential talent via "crucible" assignments within and across business units.
- Led redesign and launch of new hire on-boarding experience focused on cultural assimilation and alignment with company's values
- Worked closely with leaders and executives on their individual development and career planning through the use and interpretation of various assessment tools (StrengthsFinder, HayGroup ESCI/ILS) and their results.
- Implemented global process for utilizing coaching resources, including determining most appropriate intervention (e.g., internal mentors versus external coaches) and defining expectations for engagements to enhance likelihood of success for participant.
- Created and maintained "coaching cadre" of vetted resources (internal and external) available for consideration and selection based on the particular development and/or behavior change being sought for individual.
- Redesigned and launched new mentoring program platform with focus on simplified user interface and process, resulting in establishment of over 450 new mentoring relationships as documented in formal individual development plans.
- Established partnership with local university and implemented on-site Executive MBA program as part of comprehensive leadership development initiative for company.
- Developed and implemented company's first-ever MBA recruiting program with top-tier business schools.