

TALENT AND LEARNING DEVELOPMENT EXECUTIVE with deep experience in talent management, leadership, business development, strategy, coaching, developing executives, and program formulation and implementation. Solid track record of launching, establishing, and delivering programs and processes that improve knowledge and execution of strategy and business goals. Brings a demonstrated record of achievement with Fortune 500 companies in various industries, including technology, life sciences/pharmaceutical, financial services, and telecommunications.

Qualifications & Skills

Core Competencies

- ✓ Global Enterprise Experience
- ✓ Executive Leadership Development
- ✓ Workforce and Succession Planning
- ✓ Talent Management Strategy
- ✓ Organizational Knowledge Sharing
- ✓ Driving a High-Performance Culture
- ✓ Employee Engagement
- ✓ Change Leadership

Advisory Boards

- ✓ Executive Sponsor of Zoetis Women's Council (2011 to 2016)
- ✓ Diversity and Inclusion Council (2012 to 2016)

Teaching and Mentoring

- ✓ Assistant Professor in MBA Program, Fordham University (2005 to Present)
- ✓ Adjunct Professor, Montclair University (2017 to Present)

Personal Recognition

- ✓ Featured Speaker at Global HR Forum in Seoul, South Korea (2008)
- ✓ *The Network Journal's* "25 Most Influential Women in Business" (2000)
- ✓ Featured Speaker at Fordham University, Diversity and Inclusion Forum (2007)

Professional Involvement

- ✓ International Consortium for Executive Development Research (ICEDR)
- ✓ Association for Talent Development (ATD)
- ✓ National Speakers Association (NSA)
- ✓ New Jersey Organizational Development (NJOD)

Global Experience

- ✓ Worked and lived in Greece, Indonesia, and the Czech Republic for six years as an expatriate

"{Name} is an exceptional leader, visionary, practitioner, and coach in the talent management space. She understands what is truly business-relevant and how to turn that into a compelling, competitive advantage."

- {Name}, Executive Director of Recruitment, Talent & Development
Morgan Stanley

Work Experience

VP, Talent and Leadership Development, 01/2016 to Present

Delphi, Inc., Troy, MI – *Created all talent, learning, leadership, change management, diversity and inclusion, and colleague development processes for this global technology organization. Successfully align critical business imperatives with talent initiatives, measuring business impact of development efforts. Key accomplishments:*

- Designed integrated talent strategy, led talent transformation process, and created an enterprise-wide leadership competency model
- Created succession plan process for top 50 leaders
- Defined talent CoE structure, diversity and inclusion strategy, and new performance management process

Global Head, Talent and Learning Development, 11/2009 to 01/2016

Zoetis (Formerly Pfizer), Florham Park, NJ – *Created all talent, learning, leadership, change management, D&I, and colleague development initiatives for this multinational animal health company and the world's largest producer of medicine and vaccinations for pets and livestock. Developed and managed work of a global team.*

- Hand-selected by CEO to facilitate the formation and oversee the globalization of the firm's Talent and Learning Development platform
- Drafted new global coaching platform and emerging leaders program
- Created talent, leadership, and D&I strategy
- Led talent, L&D, and leadership transformation process

Director, Executive Development, 06/2004 to 11/2009

Pfizer, Inc., New York, NY – *Executed leadership development initiatives for senior and enterprise-level leaders for this global, multinational pharmaceutical organization, including the launch of an innovative, enterprise-wide executive development strategy.*

- Successfully aligned critical business imperatives with development initiatives, measuring business impact of development efforts
- Improved experience for senior leaders, creating colleague, people leader, and senior leader competencies; created succession plan for top 200 leaders

PRIOR EXPERIENCE – See [LinkedIn Profile](#) for Details

VP, Talent & Leadership, JP Morgan Chase, New York, NY, 08/2000 to 06/2004

Director, Talent and Development, Verizon Wireless, Prague, CR, 06/1996 to 08/2000

Training Manager, Verizon Wireless, Athens, GD; Jakarta, IDN, 08/1993 to 06/1996

Education

Ed.D. in Organizational Leadership, Columbia University, New York, NY

M.S. in Human Resources, Fordham University, New York, NY

B.S. in Financial Management, Temple University, Philadelphia, PA