

Curriculum Vitae



American Citizen with unrestricted Work Permits in Germany and Switzerland – able to work for any employer in without sponsorship, wife and four year-old son are EU Nationals

PROFESSIONAL SUMMARY

Learning, Talent Management, Leadership and Organization Development Specialist with deep expertise in learning, performance management and organizational development. Proven ability to design and implement local, regional and globally scalable learning, talent and change management programs that successfully engage, enable and mobilize diverse leadership and employee groups to perform more effectively and efficiently – doing the right things and doing things right. Consistently delivering contextual solutions that drive business results.

19 years of international consulting and in-house experience in the US, Germany and Switzerland with industry leading companies in the technology, financial and professional services, manufacturing and premium retail sectors: Google, Ernst & Young, Swiss Re, Zurich Insurance, Wells Fargo, ABB, Daniel Swarovski and W.L. Gore (ingredient brand, Gore-Tex). Highly effectively in complex, global and matrixed organizations. Skilled at coaching and advising leaders at all levels including senior executives.

AREAS OF EXPERTISE

- Learning Design and Delivery
- Organizational Development
- Competency Modeling
- Diversity and Inclusion
- Leadership Development
- Group Facilitation
- Performance Management
- Gap Analysis and Resolution
- Talent Management
- Executive Coaching
- Talent Assessment
- 360 Degree Feedback

PROFESSIONAL EXPERIENCE

June 2013 – present, December 2006 – June 2012 **People & Knowledge Works Consulting**
Learning, Leadership and Organization Development Consultant San Francisco, Munich, Zurich

Currently working on two global learning and organizational effectiveness projects, and providing executive coaching and group facilitation services, while conducting search for a permanent position.

Founded, grew and lead a successful learning solutions, leadership and organization development, practice that delivered customized consulting services. Develop and apply best practices in action learning, leadership development, team collaboration and effectiveness, process analysis, organizational development, talent and performance management, executive coaching, group facilitation, and diversity and inclusion to improve individual, team and organizational performance.

- Consult with Executives and HR Business Partners to design and implement learning and leadership development programs
- Perform assessments, and provided executive and career coaching services to identify and develop capabilities
- Perform organizational assessments, gap analyses, diagnose issues and implement solutions to proactively address talent management issues
- Provide management coaching, training and facilitate change management to enable the adoption of the new organizational models
- Develop role and leadership competency models
- Design and facilitate leadership development programs
- Conduct research and introduce best practices in leadership development, emotional intelligence, and diversity and inclusion

NB: An addendum with a Summary of Consulting Engagements will be provided upon request

July 2012 – May 2013

Daniel Swarovski Corporation AG

Head of Performance Management, Sr. Global Talent Manager

Zürich, Switzerland

Develop and implement best practices in performance management on a global basis to facilitate the company's transition to a performance and feedback oriented culture.

- Led the design and delivery of an innovative, versatile and highly successful modular learning experience to enable more effective performance management across a global enterprise (25,000+ managers and employees, translated into 13 languages)
- Partnered with the Swarovski Leadership Academy to create and implement a clear, consistent and rigorous process for high-potential identification and engagement
- Collaborated with the Compensation and Benefits Executive and his team to develop 'pay for performance practices' that were aligned with performance management strategy
- Initiated a Performance Management Coaching program for company's Executive Board

May 2005 – November 2006*Vice President***MSquared Consulting**

San Francisco, CA

Sourced and attracted executive level consultants into the proprietary network, matched them with projects, and then managed the engagements to ensure seamless execution of deliverables.

June 1998 – April 2005**People & Knowledge Works Consulting***Talent Acquisition and Organization Development Consultant* Atlanta, San Francisco & New York

Developed, grew and led a successful talent acquisition, and organization development practice that delivered customized consulting services. Developed and applied best practices in talent assessment and acquisition, process analysis and organizational design, executive and career coaching, group facilitation, and diversity and inclusion to improve individual, team and organizational performance.

- Consulted with Executives and HR Business Partners to help them clarify their talent needs and developed strategies to fill the gaps
- Performed organizational assessments, gap analyses, diagnosed issues and implemented solutions to proactively address talent management issues
- Performed assessments, provided executive and career coaching services to develop capabilities
- Provided coaching, training and facilitated change management to enable the adoption of the new organizational models
- Delivered recruitment and talent acquisition solutions, specialized in diversity recruiting

August 1995 – May 1998*Staffing Manager***Randstad Staffing**

Atlanta, GA

Develop and manage a successful legal support staffing specialty unit through recruitment and placement of qualified legal support staff.

- Established excellent client relationships with Atlanta's major law firms and corporations
- Turned around an unsuccessful business unit to make it very profitable by establishing an excellent reputation for service in a highly competitive niche market
- Recruited and trained Staffing Consultants to work in "specialty" staffing units

ACADEMIC EXPERIENCE**2007 – 2009***Adjunct Professor***GOLDEN GATE UNIVERSITY (concurrent part-time position)**

San Francisco, CA

Design and teach courses in Leadership Development based upon Emotional Intelligence competencies to graduate students in the Psychology, HR Management and MBA programs.

- Received consistently high student evaluation scores, including the highest for a first-time professor

PROFESSIONAL TRAINING AND CERTIFICATIONS

2009

Certified Coach

Lee Hecht Harrison

San Francisco, CA

2007

Completed World Café Training as a Facilitator for Google Learning Summit Mountain View, CA

World Café

1999

Myers-Briggs Type Indicator® Certified

Association of Psychological Type

Bethesda, MD

ACADEMIC EDUCATION

1999 – 2001

Masters of Human Resources and Organization Development

University of San Francisco

San Francisco, CA

1986 – 1988

Bachelor of Arts Degree, Major in International Relations, Minor in Economics Washington, DC

George Washington University

TECHNICAL CAPABILITIES

Tech savvy, agile and adaptive learner – adopt new technologies quickly:

- Proficient in use of Google, Microsoft Office, Lotus Notes Suites; Windows and Mac Operating Systems; and various internally hosted and web based HRIS
- Proficient in use of Internet tools: browsers – Explorer, Chrome, Safari and Firefox; search, social networking, blogs, wikis, streaming media
- Familiar with Adobe Creative Suite programs, and presentation software – Prezi

LANGUAGES

English (mother tongue)

German (intermediate – conversational)

Spanish (intermediate – conversational)

INTERESTS

Neuroscience, emotional intelligence, assessments, psychology – especially the works of C.G. Jung; building and playing trains with my son; finding interesting cafés, rich espresso and excellent dark chocolate; and connecting with people who share my eclectic interests.