

TALENT MANGEMENT & ORGANIZATION EFFECTIVENESS EXPERIENCE

Director, Talent Development NiSource Columbus, Ohio (July 2012 – June 2014)

Responsible for workforce planning, leadership talent identification & succession, talent pool development, enterprise learning, and performance management across the NiSource portfolio.

Manager, Organization Development NiSource Columbus, Ohio (2011 – June 2012)

Responsible for establishing the Learning & Performance Center of Excellence providing targeted development for leaders, hi-potentials and executives for 7,500+ workforce.

Sr. Organization Development Consultant NiSource Columbus, Ohio (2009 – 2011)

Partnered with Columbia Gas executives across 7 states to drive culture shaping, team effectiveness, organizational design, and employee engagement initiatives to aide in executing business strategy.

CONSULTING EXPERIENCE

Manager Accenture Columbus, Ohio (2004 – 2009)

Global Supply Chain Capability Acceleration

Designed and executed a global competency and professional development strategy for the Supply Chain enterprise designed to elevate the competency levels of the global workforce

Procurement Capability Assessment

Assisted in the baseline of a Global Procurement organization to identify gaps between the current and future Strategic Procurement state

Reliability Excellence Process Improvement

Led the development of a reliability excellence holistic model to establish knowledge, skills and behaviors to drive a proactive maintenance culture across the enterprise to become a strategic partner of choice

Marketing & Sales Transformation

Responsible for the detailed organization design of a global Steel Manufacturer's Marketing & Sales Organization to establish a Corporate Marketing & Sales function as part of broader transformation efforts to meet changing market conditions

Maintenance & Operations Culture Shaping

Led a culture change initiative designed to change employees' perceived value and use of maintenance data in order to establish a Reliability Centered Culture where preventative and proactive maintenance are valued

EDUCATION

Bachelor of Science in Business Miami University Oxford, Ohio (2001 – 2004)

Eastern Europe International Study Abroad, Richard T. Farmer School of Business

Studied international economic relations and the environment for business in Eastern Europe