

AARON T. BORCHERS

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SUMMARY OF QUALIFICATIONS

- Organization Development & Learning Practitioner with major internal and external consulting experience leading talent transformation initiatives linked to strategic business objectives
- Skilled advisor and coach in team dynamics, group decision making, facilitation, and communication strategies.

AREAS OF EXPERTISE

Talent Management	Capability Assessment	Competency Management	Organization Design
Learning Design & Delivery	Culture Shaping	Workforce Transformation	Change Management
Leadership Development	Succession Planning	Performance Management	Process Improvement

INTERNAL PROFESSIONAL EXPERIENCE

Director – Talent Development Human Resources **NiSource** Columbus, Ohio **(2012 – Present)**

Responsible for Talent Planning and Learning & Performance functions charged to strengthen the effectiveness of today's leaders while building the leadership and workforce for the future across NiSource. Focus areas include workforce planning, leadership talent identification & succession, talent pool development, learning, and performance management for 1,400 leaders across a 9 state territory.

Manager – Organization Development Human Resources **NiSource** Columbus, Ohio **(2011 – 2012)**

Responsible for establishing the Leadership Development & Learning Center of Excellence providing targeted classroom development for aspiring leaders, leaders of people, leaders of leaders, hi-potentials and executives across the NiSource portfolio.

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

Responsible for organizational effectiveness consulting efforts for the Columbia Gas Distribution business to support executives in achieving business goals through coaching, team intervention, group facilitation, change management, and strategy development.

EXTERNAL PROFESSIONAL EXPERIENCE

Manager – Talent Strategy **Accenture** Columbus, Ohio **(2004 – 2009)**
Talent & Organization Performance Practice

Experience identifying, designing and implementing talent development initiatives in the areas of talent strategy, performance management, succession planning, culture change, capability assessment, competency management, organization design, leadership development and learning across a variety of industries and national/global organizations.

EDUCATION

Bachelor of Science in Business **Miami University** Oxford, Ohio **(2001 – 2004)**
Major: Organizational Leadership Management; Sub-concentration: Human Resources

Eastern Europe International Study Abroad, Richard T. Farmer School of Business
Studied international economic relations and the environment for business in Eastern Europe

BOARD INVOLVEMENT

Board of Trustees **Ohio Department of Education** Columbus, Ohio **(2011 – Present)**
Ohio Association FCCLA Endowment

Responsible for securing permanent sources of funding to increase and support leadership activities designed to develop student leaders.

- Drive meeting planning and facilitation to ensure all parties interests are represented as decisions are made to advance the board's agenda.
- Lead sponsorship committee to secure funds for educational projects, training, and scholarships for career-technical students across Ohio.