TALENT AND ORGANIZATIONAL DEVELOPMENT CONSULTANT

# PROFESSIONAL ACHIEVEMENTS & EXPERTISE

# TOWER & COMPANY, LLC. I Royal Oak, MI Aug 2017-Present

Boutique consulting firm specializing in talent management and organizational development

PRESIDENT & OWNER

* Assess candidates for entry-level to executive roles for client organizations
* Provide assessment feedback and coaching to senior leaders using developmental talent assessments
* Design and facilitate workshops and experiential learning activities on topics including: storytelling, behavioral interviewing, harassment prevention, communication, leadership development, teambuilding
* Facilitate assessment-based teambuilding & leadership development sessions
* Designed and facilitated working sessions to redesign hiring and onboarding process at Fortune 500 company
* Design succession planning interventions
* Facilitated employee focus groups at unionized plant in preparation for union negotiations
* Consulting for companies of all sizes and across many industries, including automotive, manufacturing, health and dental insurance, hospital systems, financial services, non-profit and charitable foundations
* Speaker at industry events including Association for Talent Development, Big Data Ignite, ASE Annual Conference, Inforum, Detroit Startup Week, Academy of Culture Ambassadors

# WAYNE STATE UNIVERSITY I Detroit, MI Aug 2018-Present

ADJUNCT FACULTY, INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY MASTER’S PROGRAM

* Instructor for the course Job Analysis and Performance Criteria
* Teach students to analyze work through surveys, focus groups and other methods and design performance management systems
* Organized applied consulting projects for students at international manufacturing company, automotive supplier, medical device manufacturing, and non-profit organization

# PLANTE MORAN, PLLC. I Southfield, MI Jun 2016-Aug 2017

Full-service consulting, tax and audit firm serving mid-market companies

SENIOR CONSULTANT

* Designed change readiness survey for enterprise IT implementations and created live “pulse” survey for ongoing monitoring of change management process
* Performed succession planning activities including performing talent assessments, giving feedback and coaching, creating talent heat maps, and writing development plans for external clients
* Facilitated various teambuilding events for Fortune 500 clients including Everything DiSC
* Provided talent management consulting to internal clients, including interpreting pre-employment testing, coaching, training, and performing developmental assessments
* Developed competency model for local government organization client by using an online competency model sorting tool and facilitating a working session to align competencies with organizational strategy

# SINGH MANAGEMENT I West Bloomfield, MI Oct 2008-Jun 2016

Family-owned diversified real estate management and development company

EDUCATION & TRAINING MANAGER (Mar 2013-Jun 2016)

* Built training department from the ground up for 1,300-person organization, with projects including: conducting training needs analysis, developing performance management process, performing job analysis, creating job aids and work instructions, designing and delivering training, hiring and managing Training Specialist
* Procured, implemented, and managed enterprise-wide Learning Management System for approximately 1300 employees and saving over $20k per year in software costs
* Increased compliance training completion rate from 25% to over 90% in first year
* Created year-long leadership development program for high-potentials
* Created storytelling intervention to drive employee engagement
* Developed Peer Mentor Program to train 500 direct care staff in senior living division
  + Collaborated with Director of Nursing to develop train-the-trainer curriculum
  + Cut early turnover by 50% in pilot program
* Led annual 3-day conference for 100 managers in senior living division
* Implemented and managed pre-employment testing for managerial roles, increasing quality of hire

PROJECT MANAGER (Mar 2011-Aug 2012)

* Worked on project team to procure and implement enterprise-wide property management and accounting software, including process mapping, designing and delivering training
* Implemented Applicant Tracking System including vendor selection, designing onboarding processes, and end-user training
* Performed HR tasks including writing job descriptions, phone screens, drafting company policies, drafting EEOC responses and assisting with employee litigation
* Licensed Real Estate Salesperson, Notary Public, completed 35 hours of training for Project Management Professional certification

VARIOUS PROPERTY MANAGEMENT ROLES (Oct 2008-Mar 2011)

* Launched and managed training program for sales team of 30

# EDUCATION

# WAYNE STATE UNIVERSITY I Detroit, MI 2012

M.A., Industrial-Organizational Psychology

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| VANDERBILT UNIVERSITY I NASHVILLE, TN 2006 B.A., Human and Organizational Development  B.A., English with a focus in Creative Writing |  |

### PROFESSIONAL ASSOCIATIONS AND LEADERSHIP

* Board Member for Michigan Association for Industrial-Organizational Psychology (2013-Present)
  + President 2016-2017, 2019-2020
  + Organized “Technology Trends in IO Psychology” interactive panel discussion
* Volunteer for Voters Not Politicians (Proposition 2) Campaign (2018)
  + Designed and implemented campaign-wide 5,000 volunteer survey to monitor campaign progress
* Founder and leader of the Storytelling Special Interest Group for the Detroit chapter of the Association for Talent Development (2019-Present)
* Co-Chair for the Entrepreneurship Circle at Pastel Co-Working Space
* Membership in Society for Industrial Organizational Psychology, International Society for Performance Improvement, and Association for Talent Development