

# CURRICULUM ITAE

Name:

January 16, 2024 - Present  
Dallas, TX 75275

Southern Methodist University's Cox School of Business has one of America's premier business programs, offering challenging academics, small classes, and excellent networking opportunities. Consistently ranked among the world's leading business schools, SMU Cox maintains an active global alumni network of more than 40,000 graduates located in 80 countries.

Students examine and apply the skills needed to lead at higher levels within an organization. Leadership requires seeing the need for change and having the courage, skills, and ability to implement effective change. Students learn to recognize the interaction among elements of complex organizational systems and to successfully leverage teams in order to move the organization in the right direction.

Serve as adjunct professor in the SMU's Cox School of Business.

Teach Executive Leadership course for SMU's online MBA students. The course incorporates lectures, group discussions, written assignments, journaling, case studies, team-based simulation, and other experiential exercises.

### **ADJUNCT PROFESSOR OF LEADERSHIP STUDIES**

**Fairleigh Dickinson University**

Teaneck, NJ 07666

September 23, 2022 - Present

The Industrial/Organizational program at Fairleigh Dickinson University provides a comprehensive, empirically based background in industrial/organizational psychology. Students gain knowledge and understanding of a variety of workplace-based concepts ranging from employee selection, learning and development, assessment and measurement, and leadership to the impact of technology on behavior and systems.

Teach Leadership Studies in the online MA Program in Industrial/Organizational Psychology to students in China.

### **LEARNING DEVELOPMENT MANAGER**

**Lennox International**

Richardson, TX 75080

September 27, 2022 - October 30, 2023

Served as subject matter expert on learning and organizational development issues and assessed needs through research and consultation with the business.

Leveraged business data, engagement/pulse surveys, direct employee feedback, and industry leading practices to influence Lennox's learning and development strategy, career management programs and practices, leadership development initiatives, and employee learning experiences.

Identified, designed, and coordinated both internal and external learning and development solutions focused on building the leadership skills of emerging leaders, front-line supervisors, and managers.

Developed high-quality innovative leadership development solutions; including instructor-

led courses, e-learning modules, and micro-learning options; incorporating a blended approach to delivery.

Designed & delivered learning materials focused on promoting application of Lennox's Guiding Behaviors.

Established program deployment strategies and facilitated associated "train-the-trainer" programs.

Designed, developed, and facilitated the 2-day (in-person & virtual) Foundations of Management (FOM) leadership development program and Driving Results through Effective Management (DREM) leadership development program.

## **MANAGER EMPLOYEE ENGAGEMENT ORGANIZATIONAL DEVELOPMENT**

### **Atmos Energy**

Dallas, TX 75240

Jun 7, 2021 - January 20, 2022

Collaborated with leaders throughout all business units to (a) identify employee and leadership development goals & objectives, and (b) refine and strengthen leadership development approach.

Produced toolkit for growing Atmos Energy culture & developing leaders. Designed programs & tools that develop skills on-the-job & in-the-flow of work, augmenting traditional solutions for employee and leadership development.

Led sustainment phase of new employee onboarding program which included collecting & analyzing feedback, diagnosing gaps & resistance, and recommending corrective actions. The sustainment phase ensured the employee onboarding program continues to provide an effective & efficient acculturation process for every new employee across the enterprise.

Created and maintained learning path roadmaps for developing Atmos Energy leaders by identifying expectations & capabilities needed at different levels of leadership and providing guidance.

Advanced culture of coaching & mentoring where Atmos Energy leaders identify their own coaching styles and hone their coaching skills. Established coaching identity as a critical development tool.

Supported new Atmos Energy leaders in adjusting to their new roles & responsibilities while maintaining a high level of support for tenured leaders at all levels of the organization.

Assessed effectiveness of Atmos Energy talent development programs using data, metrics, and employee feedback.

## **LEADERSHIP DEVELOPMENT MANAGER**

### **Crash Champ ons formerly Serv ce K ng Coll s on**

Richardson, TX 75080

Sept. 4, 2018 - Oct. 2, 2020

Planned, designed, delivered, and evaluated leadership development curricula to support management and leadership development.

Partnered with CHRO and executive & senior leaders in HR, Operations, and Finance to understand and identify leadership development needs and design solutions to improve the way the company attracts, develops, and creates meaningful work experiences throughout

the organization.

Jan. 19, 2010 - Jun. 15, 2014

Engaged learners using didactic, Socratic, and facilitative techniques to help them sharpen their skills while learning practical, relevant lessons about health and wellness.

faculty, to improve college learning experience for students and college teaching experience for faculty.

Promoted teamwork-based environment to drive better interaction with & services to students. Personally cited by students as the dynamic force behind improved advisor-student relations.

Counseled students in getting the appropriate level of mental health care. Proctored and administered tests for students on all campuses needing special testing arrangements.

Delivered presentation on alternative education for students with disabilities, helping them and their families to understand their rights and options.

### **CRISIS INTERVENTION CONSULTANT**

#### **CNMI Public School System**

Saipan, Northern Mariana Islands 96950

Jan. 26, 2004 - Jun. 29, 2007

The CNMI (Northern Mariana Islands) is comprised of more than 20 ethnicities and nationalities from East, West, as well as Pacific communities, including Chamorro, Carolinian, Filipino, Chinese, Japanese, Korean, Indian, Bangladesh, Russian, Thai, Vietnamese, Micronesian (Yapese, Chuukese, Pohnpeian), Palauan, Hawaiian, Marshall Islands, American,

- DISC Certified Practitioner
- Myers-Briggs Type Indicator (MBTI) Step I & Step II