

Professional Mission: Solve talent issues for the last time



Arkansas Tech
University
BA Communications

Global Diversity & Inclusion Lead
Global focus of acquiring top talent
for Pharma Services Group



Head, Talent Acquisition & OnBoarding
Full cycle recruiting for entry-level to
executive; professional and operations



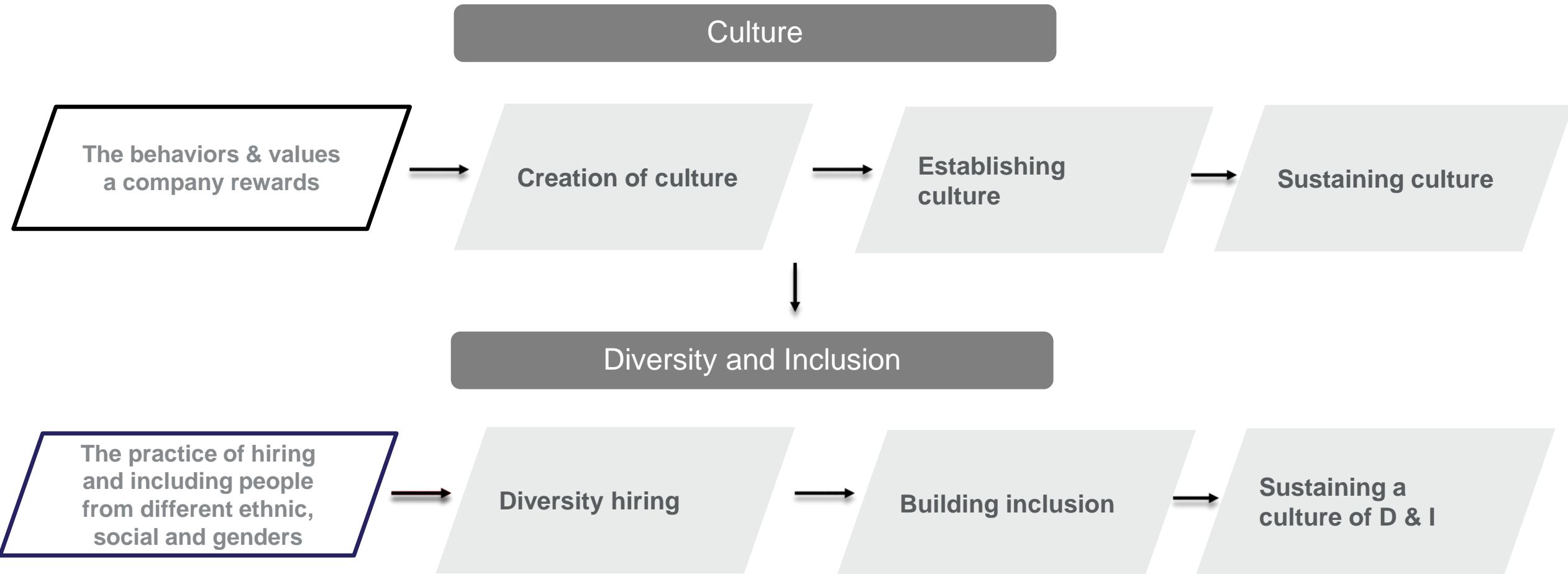
**Sr Director, Talent Strategy,
Operations, STEM**
Strategy for technical functions,
developed STEM program



**Director University Relations,
Cessna, Bell Helicopter, EZGO –**
Customer experience and business
development



Company Culture – Diversity and Inclusion



Culture

- Directed or not, a company culture will evolve
- Ensure the culture you are trying to cultivate aligns to the business you're trying to build
- Consistency is a must

Diversity & Inclusion

- Diversity is easy; Inclusion is hard' transparency is harder
- For inclusion, data typically does not change behavior
- Tolerance is table stakes. To create an authentic environment of inclusion the