

Edith Sirkin Mitchell, Ph.D.

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SUMMARY

Senior Human Resources Leader and People Strategist with 15+ years of experience in global talent management, learning & talent strategy, leadership development design & delivery, talent acquisition, culture & core values, onboarding, individual & team performance and workplace engagement. Demonstrated success leading scalable initiatives in public and privately held companies across a wide range of industries experiencing high-growth, change and transformation. Expert ability to authentically connect, build rapport and collaborate. Recognized as an influencer who leads and partners across organization levels, up to and including the Board of Directors. Highly adaptive with a strong record of achievement balancing thought-leadership with execution.

EDUCATION

SHRM-SCP Senior Certified HR Professional, *Society for Human Resource Management*. 2017.

Ph.D. Leadership & Higher Education, *Ohio University*, Athens, OH. 1999.

Dissertation: College Women's Leadership and Self-Esteem: Perceptions of "Middler" Students at a Five Year Cooperative Educational Institution of Higher Education.

M.Ed. College Student Personnel Services, *Ohio University*, Athens, OH. 1995.

B.A. Organizational Communication, *Wright State University*, Dayton, OH. 1992.

EXPERIENCE

UNIVERSITY OF DENVER, Denver, CO

January 2019- Present

Adjunct Faculty, Daniels College of Business

- Serve as adjunct faculty in the Executive MBA program teaching Human Capital Management

CANVAS CREDIT UNION, Denver, CO

July 2016- May 2019

AVP, Learning & Organizational Development

A Not-for-Profit, State-Chartered, Member-Owned Financial Institution (\$2.3B Assets, 26 Branches, 240,000 Members)

- Partnered with Executive Team to design a formal company strategy focused on people, talent and culture
- Built a talent and learning function with development initiatives and career strategies for employees and leaders at all levels resulting in greater engagement and retention (reduced turnover by 50%)
- Designed and delivered a cohort-based strategic leadership program for formal people leaders across the credit union
- Responsible for the design, execution and analysis of annual Culture & Engagement Survey including follow up consulting/advising for senior leaders and their teams

ARROW ELECTRONICS, Denver, CO

August 2015- July 2016

Director, Human Resources

A Fortune-150 Global Electronics and Computing Solutions Company (\$23.3B Sales)

- Provided HR leadership for the Arrow Digital division comprised of Arrow.com- B2B eCommerce site, Digital Marketing, SaaS & Media, Internet of Things & Maker Movement/Next-Generation Inventors
- Business partner and advisor to Chief Digital Officer, four Vice Presidents and their teams supporting recruiting & engagement, strategic planning, talent identification, performance management, compensation & employee relations
- Consulted and coached leaders on organizational diagnosis and design to best define current and future state, align roles and responsibilities resulting in increased business efficiencies (particular focus post-M&A)
- Co-led the implementation and use of Workday's Performance, Compensation, Talent & Succession platform/tools

ILLUMINA CONSULTING, LLC

March 2014- August 2015

Founder & Principal

Partner with a range of companies, organizations and individuals to provide expert human capital consulting

- Facilitated leadership development programs for a pharmaceutical company and professional services firm
- Craft multi-year learning & development strategy, staffing plan and budget for a global technology company
- Developed a performance, feedback, coaching & career development playbook for global financial services firm

LIVEPERSON, INC., Columbus, OH & New York, NY

May 2011- March 2014

Global Director, People and Culture

Global, Public Technology/SaaS Company Specializing in Customer Experience Management (From \$118M to \$209M)

- Led the strategic direction and execution of a hire to exit integrated talent management strategy during a time of significant company growth in revenue (77%), M&A, market expansion, product and employee population (300 to 850)
- Responsible for all onboarding efforts including the design and delivery of *Global Welcome*, a unique and experience-based program resulting in more efficient employee time-to-productivity, contribution and engagement
- Partnered with senior leadership team to design and implement a non-traditional approach to performance management with a focus on feedback, coaching and career conversations between employees at all levels
- Designed and delivered the *Global Leadership Development Experience*, a learning community and program for high potential and emerging leaders (95% promoted since participation and 100% retention within first two years of launch)

ASCENA RETAIL GROUP (JUSTICE STORES), Columbus, OH **January 2010- April 2011**
Senior Manager, Organization Development

Largest Premier Tween Global Specialty Retailer (\$1.4B Sales, 900+ Stores, Acquired by Ascena Retail Group)

- Led a comprehensive and competency-based global professional development strategy and curriculum
- Partnered with CHRO to design and execute targeted executive development for Leadership Team
- Designed and delivered a high potential development program resulting in stronger pipeline of “ready now” field leaders at the request and in collaboration with the SVP Store Operations

MCGRAW-HILL COMPANIES, New York, NY **October 2007- January 2010**
Senior Director, Learning & Talent Development

A Fortune-500 Global Information Services Company (\$5.9B in total combined revenue across three segments)

- Developed and executed a talent management strategy for the Education segment; a division encompassing \$2.6B in revenue and 5500 employees worldwide
- Partnered with HR and senior leadership to implement the Global Talent and Succession Planning online tool/process
- Led the global implementation of a Learning Management System and e-learning initiative
- Launched the inaugural Diversity & Inclusion Council created to assist in the implementation of a D&I strategic plan

TIME WARNER INC., New York, NY **June 2005- October 2007**
Senior Manager, People Development

A Fortune-50 Global Media and Entertainment Company (Comprised of 7 divisions, \$46.4B in total combined revenue)

- Led the on-going design and management of the Chairman’s Leadership Program targeted for the top-300 executives
- Co-designed an executive development program for VP-level high potential women leaders across the enterprise
- Managed an enterprise-wide leadership development initiative preparing executives to serve on non-profit boards

STATE FARM INSURANCE COMPANIES, Los Angeles, CA **July 2001- June 2005**
Leadership Development Consultant, CEO Leadership Academy

A Fortune-50 Insurance and Financial Services Company

- Consulted/coached senior-level leaders on performance, leadership effectiveness and talent identification practices

SAPIENT CORPORATION, Cambridge, MA **November 1999- July 2001**
Senior Consultant, People & Learning

A Global Business and Technology Consulting Company Serving Fortune-100 Clients

EMMANUEL COLLEGE, Boston, MA **January 1998- December 2001**
Adjunct Faculty, Master of Science in Management Program

- Served as an adjunct faculty for graduate-level courses on organizational behavior and change

NORTHEASTERN UNIVERSITY, Boston, MA **July 1997- November 1999**
Administrator, Department of Residential Life

- Managed 16 separate facilities in an academic environment with 300 student

PROFESSIONAL ACTIVITIES

- Board Member & Board Development Chair, Arapahoe Philharmonic (July 2018 - Present)
- Presenter, *From Candidate to Employee: Building Business-Driven and Culturally-Minded Onboarding Experiences*, Disrupt HR Denver (August 2015)
- Presenter, *Talent Acquisition Meets Onboarding: The Candidate & Employee Experience*, The Conference Board Onboarding Talent Conference, NY, NY (December 2013)
- Co-author, *LivePerson Case Study: A Growth Company Working To Inspire Performance Through Culture*, HR People & Strategy Journal (August 2013)
- Recipient of LivePerson's core value award for Meaningful Connection (February 2013)
- Received Directors Distinguished Service Award for contributions to the Los Angeles Chapter of the American Society for Training and Development (June 2004)
- Selected as Group Facilitator for *The LeaderShape Institute* (May 2000)

PROFESSIONAL CERTIFICATIONS

Assessment & Development Instruments:

- Benchmarks, Executive Dimensions, Skillscope, Prospector and 360° By Design (*Center for Creative Leadership*)
- Emotional & Social Competency Inventory, Leadership Styles Inventory, Organizational Climate Survey, Personal Values and Motive Profile, Talent Q, Voices and Leadership Architect, Making Great Leaders (*Korn Ferry/Hay Group*)
- Personality Inventory, Development Survey, MVPI- Motives, Values, Preferences (*Hogan Systems*)
- Social Styles & Versatility and Developing a Resilient Mindset (*TRACOM*)
- Myers-Briggs Type Indicator (*CAPT*)
- The Leadership Mirror 360° (*DDI*)
- Myers-Briggs Type Indicator (*CAPT*)
- Situational Self Leadership (*Blanchard*)

PROFESSIONAL ASSOCIATIONS & ORGANIZATIONS

- Rocky Mountain Chapter of HR People & Strategy Professional Development Group (January 2017 to present)
- Rocky Mountain HR People & Strategy (August 2014 to present)
- Human Resources People & Strategy (2014 to present)
- Society for Human Resource Management (2000 to present)
- Association for Talent Development, formerly American Society for Training and Development (1995 to present)

HIGHER EDUCATION (1991 to Present)

University of Denver, Denver, CO

Adjunct Faculty, Daniels College of Business

Aurora Community College, Aurora, CO

Guest Lecturer, Introduction to Human Resources

The New School, New York, NY

Guest Lecturer in Management & Leadership

UCLA, Los Angeles, CA

Guest Lecturer in Management

California State University Channel Islands, Camarillo, CA

Guest Lecturer, Management & Leadership

Emmanuel College, Boston, MA

Adjunct Faculty, Master of Science in Management Program

Boston University, Boston, MA

Presenter, Residence Life Leadership Conference

Northeastern University, Boston, MA

Consultant & Presenter, Dean's Leadership Series and President's Leadership Institute

