

Talent & Culture Strategist | Enterprise HR Executive | Organizational Transformation Leader

A forward-thinking and versatile enterprise HR executive with progressive leadership roles that drive enterprise-wide talent, culture, and workforce transformation initiatives across complex, multi-site organizations. Partners closely with CEOs, senior leadership teams, and boards to align people strategies with business performance. Builder of scalable HR infrastructures, talent systems, and inclusion strategies that enable growth, operational excellence, and organizational agility. Combines deep HR business partnership expertise with talent architecture and culture stewardship to prepare organizations for sustained growth and leadership continuity.

CORE COMPETENCIES

Enterprise HR Strategy & Transformation | Organizational Design & Workforce Planning
Executive & Board Advisory | Talent Infrastructure Design | Succession Planning | Governance & Organizational Accountability
Culture & Change Leadership | HR Infrastructure & Process Modernization

EXPERIENCE

PHARMAVITE, LLC Raleigh, North Carolina
Senior Director, Diversity and HR Business Partner 2024-2026

Transformed culture and engagement through HR and Talent strategies for supply chain and IT business, supporting 1,800+ employees across all levels at five manufacturing sites and corporate operations. Contributed as member of HR leadership team, partnering directly with CHRO and executive leaders to align workforce strategy with operational performance, business transformation, and long-term growth objectives. Led and mentored team of seven HR business partners across national geographies while overseeing enterprise talent, culture, and inclusion strategy integration.

HR & Business Partnership Leadership

- Served as senior strategic advisor to supply chain and IT executive leaders; translated business priorities into integrated people strategies enhancing performance and culture, workforce capability, and organizational efficacy.
- Leveraged performance management, talent assessment, and succession frameworks to design focused approach to evaluating and developing high-performing, high-potential director talent, strengthening leadership pipeline and internal mobility.
- Utilized insights from annual employee engagement survey to develop strategies to improve employee experience, pinpointing areas of strength and focusing on opportunities for improvement.
- Empowered business leader ownership through tools such as action planning guides, engagement activity playbook, and focus group framework.

Workforce Strategy & Design

- Designed and implemented career progression framework for 1,000 frontline manufacturing employees across two locations, enhancing workforce development pathways and retention strategies.
- Partnered with Total Rewards to architect performance-based incentive program aligned to operational KPIs and frontline engagement objectives.
- Served as executive HR lead in charge of developing and implementing organization's immigration strategy, streamlining immigration process and ensuring compliance with USCIS regulations.

Culture, Inclusion, & Governance

- Co-developed and operationalized the organization's four-year diversity, inclusion, and belonging strategic roadmap in partnership with CHRO and executive leadership.
- Led as executive ambassador for culture and inclusion, influencing leaders at all levels to embed inclusive leadership behaviors into business operations.

Organizational Leadership & Team Development

- Built and led high-performing HRBP team supporting corporate and manufacturing operations, strengthening consultative capability and enterprise partnership.
- Championed HR process modernization initiatives in collaboration with HR operations, including systems optimization and performance cycle standardization.

PHARMAVITE, LLC

Raleigh, North Carolina

Head of Talent, Inclusion and Belonging 2021-2024

Spearheaded talent acquisition and diversity, equity, and inclusion functions and teams to execute recruiting, talent, and inclusion strategies in support of mission and purpose. Designed, implemented, and provided ongoing oversight of three key programs, including integrated talent initiatives.

- Architected and delivered multi-year strategic roadmap leveraging insights from employees, leadership, organizational data and DEI metrics, and industry research.
- Launched six diversity, inclusion, and belonging committees across seven locations to expand impact of organization's DEI strategy at local level.
- Developed strategic diversity recruiting plans, engaging ten key schools and organizations for early-career talent in STEM, sales, and operations.
- Led quarterly DEI roundtable series, focused on inclusion and belonging experiences for diverse groups across organization.
- Established strategic partnerships with external DEI organizations to advance reach and impact.
- Communicated quarterly DEI updates to CEO and executive team and annual updates to board of directors.
- Collaborated with HR and business leaders to design four departments' functional DEI action plans integrated into talent cycle practices and processes.
- Centralized talent acquisition function, redesigned team structure, and standardized core recruiting processes and practices that delivered 75% increase in quality hires in first year.
- Directed talent acquisition team to deliver on day-to-day goals while driving continuous improvements across recruitment processes, methods, and candidate engagement and experience.
- Enhanced diverse mentorship program for BIPOC and women director-level employees across organization, resulting in increase in participant engagement and 20% increase in program satisfaction scores.
- Partnered with HR operations to drive implementation of Workday recruiting software.

ADVANCE AUTO PARTS

Raleigh, North Carolina

Director, Inclusion & Diversity 2016-2021

Developed and executed short- and long-term goals that drove Inclusion & Diversity strategy for 70,000+ team members, both in US and globally across Canada and India. Specialized in creating partnerships with business leaders to design and implement enterprise-wide I&D initiatives, totaling four major initiatives in three years. Led team of ten with three direct reports.

- Designed and launched team member network (employee resource group) program, consisting of 52 chapters totaling 3,500 employees, resulting in recognition from Raleigh Triangle Business Journal as Best Company in Diversity.
- Launched company's first all-female leadership program, Leadership, Engagement, Advancement and Development (L.E.A.D.), in 2019, designed to close gender gap in AAP's leadership ranks. Program reached over 100 mid-level female leaders in first two years.
- Spearheaded redesign of 2017 Advance Officer Development program for high-potential employees and transitioned delivery to a fully virtual model to preserve strategic leadership pipeline investment while expanding participant diversity and reducing program costs.
- Championed and launched disability hiring initiative that developed processes and partnerships with external agencies to hire people with cognitive and mental disabilities across five distribution centers, resulting in 75 hires in the first year.
- Developed learning hub of resources to educated managers and leaders on managing unconscious bias and achieved 93% completion rate.
- Led quarterly Inclusion & Diversity review meetings with CEO and senior leaders to drive accountability.
- Created diversity recruiting toolkit for recruiters and hiring managers that included job aids, hiring and onboarding templates, performance management guides, and career development templates.
- Designed development programs to increase promotion rates for BIPOC employees, emphasizing Women of Color.

FAMILY DOLLAR

Matthews, North Carolina

HR Director, Talent Acquisition and Diversity.....2014-2016

Promoted to lead entire recruiting function, totaling \$4M budget and 14 team members responsible for recruiting for corporate, 8,000+ stores, and ten distribution centers. Developed and executed D&I initiatives for enterprise. Led, coached, and mentored team of managers, recruiters, and coordinators to deliver quality hires.

- Developed SOPs for recruiting team to drive consistency and positive candidate experience.
- Forecasted hiring trends and matched sourcing strategies, including centralizing staffing agency partnerships, to ensure continuous pipeline of talent without interruption to any part of business.
- Empowered and enabled hiring managers to hire top talent through training and tools such as competency and values-based interviewing frameworks.

EDUCATION

KAPLAN UNIVERSITY, Remote

M.S., HR and Change Management

COLGATE UNIVERSITY, Hamilton, New York

B.A., Philosophy

CERTIFICATIONS

SPHR, anticipated May 2026

Beamery User Certified

Employment Law and Compliance Certification, Human Capital Institute

BOARD EXPERIENCE

Triangle Martin Luther King, Jr. Committee, Executive Board Member