



November 30, 2020

To: Mayor Jerry L. Demings
-AND-
County Commissioners

From: Byron W. Brooks, AICP, County Administrator 

Subject: Appointment to the Visit Orlando Board of Directors
DISCUSSION AGENDA ITEM DECEMBER 15, 2020

On April 28, 2009, the Board of County Commissioners approved an addendum to the 2007 Tourism Promotion Agreement between Orange County and Visit Orlando. The addendum to the existing agreement increased the reporting obligations of Visit Orlando and provided for additional oversight of travel and entertainment expenditures and executive compensation. The addendum also provided for two appointees of the Board to serve on the Visit Orlando Board of Directors. The additional Board representatives may not be elected officials or members of the Tourist Development Council.

Currently, Bob Miles and Diana Font are serving as the Board's representatives. Mr. Miles' term expires December 31, 2020.

The following nomination has been received by the Agenda Development Office:

Mayor Demings: Yogita Inamdar

Ms. Inamdar's resume is attached for your review. The term is for two years and will, therefore, expire December 31, 2022. If you have any questions, please give me a call.

ACTION REQUESTED: Visit Orlando Board of Directors Appointment.

Attachment

BWB/cjg

Byron W. Brooks, A.I.C.P., County Administrator
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YOGITA INAMDAR

14521 Michener Trail, Orlando, FL- 32828 ♦ (413) 230-8138 ♦ yogita.inamdar@gmail.com

A multifaceted Inclusion and Diversity leader with proven capabilities to design, lead and implement "Next Best" practices at the enterprise level to create a culture of inclusion, equity and belonging. A technology geek and a change agent with superior program/project management skills, ability to increase efficiency, streamline operations and develop programs to transform diversity and employee engagement.

CORE COMPETENCIES

- Thought Leader
- Influence and Negotiation
- D&I Marketplace Brand Presence
- Business Operations and Process Improvements
- Budget Management
- Benchmarking and Research Analysis
- Internal and External Relationship Management

EDUCATION

SIMMONS SCHOOL OF MANAGEMENT, Boston, MA

Master in Business Administration

Research Assistant for Global, Diversity & Inclusion Best Practices

Teaching Assistant for Principles of Financial Accounting Lab to create spreadsheet models with MS Excel

Research Assistant for Cross Cultural Management capstone undergraduate course and Gender, Diversity & Leadership MBA course

PUNE UNIVERSITY, Pune, India

Master in Management Science, specialization in HR

Master in Personnel Management

Bachelor of Science, Physics

PROFESSIONAL EXPERIENCE

Wyndham Destinations, Orlando, FL, USA

Wyndham Destinations as the world's largest vacation ownership and Exchange Company, with a global footprint in 110 countries and 15K associates.

Director – Social Responsibility, Inclusion & Diversity

July 2019- Current

Manager- Inclusion & Diversity

September, 2018 – July, 2019

Leading enterprise wide Social Responsibility and Inclusion and Diversity strategy aligned with Environmental, Social and Governance (ESG) focus.

- Provide thought leadership and subject matter expertise to various internal stakeholders such as Talent Acquisition, Legal, Human Resources, Learning & Development and business leaders to improve diversity, equity and inclusion.
- Liaison with the CEO and his directs for their continuous engagement for Social Responsibility and Inclusion & Diversity initiatives. Launched the Global Inclusion & Diversity Council to further create business alignment and integration.
- Lead and developed a diversity recruitment strategy to attract and diversify talent pipeline with a special focus at Director and above level.
- Partnered with Learning & Development team to integrate and introduce concepts such as Inclusive Leadership and Unconscious Bias in Leadership Development Programs.
- Built a communication strategy for Social Responsibility, as part of this strategy built a Social Responsibility narrative both internally and externally to further enhance employee engagement and belonging.
- Developed external relationships with local and regional organizations to establish "brand awareness" in the D&I marketplace. Represent Wyndham Destinations externally at different events to showcase the brand.
- Developed an inclusion and diversity dashboard to provide insights and forward thinking outlook to build leadership accountability, enhance employee engagement, equity and belonging.
- Revived, rebranded Employee Resource Groups, provide strategic direction and alignment for effective implementation of their programs. Created a plan to identify and engage Executive Sponsors.

Dell Technologies Inc, Hopkinton, MA, USA

The leader in digital transformation, providing digital technology solutions, products, and services to drive business success.
\$90.62 Billion revenue

3 career progressions from 2012

Consultant Diversity and Inclusion

August 2012 –August 2018

Acting EMEA D&I Lead

November 2017-July 2018

Lead Global Gender Empowerment Initiatives to improve internal and external talent pipeline

- Partner with Business Leaders, HRBP's, Talent Acquisition to build an effective D&I strategy that focuses on attraction, engagement and retention of gender and diverse talent. 5% Increase in diversity hiring and retention.
- Strategic partnership management with organizations specifically focused on gender and diverse talent, relationships include Watermark, Simmons University, Catalyst, Out and Equal, National Society of Black Engineers (NSBE), NACME (National Action Council for Minorities in Engineering (NACME) to build a brand presence for Dell Technologies. Program manage marquee conferences and external events.
- Strategic management of multimillion dollar budget, align resources and track spend. Played a key role to align major sponsorships and partnerships, contract negotiation to achieve targeted budget savings of \$500K, during Dell/EMC integration
- Developed platforms and opportunities for Employee Resource Groups to enhance diversity initiatives and awareness within the organization. Identified best practices for continuous employee engagement through Employee Resource Groups. Created "Hot Jobs" initiative to broaden diverse talent pipeline. Increase in diverse referral hiring by 6%
- Revived and program managed the Partnership Leadership Development Program for diverse employees based in Massachusetts, increased Dell/EMC's participation by 20% for two years in a row. Increase in retention by 7%
- Integrated and developed Gender Transition Toolkit to reflect best practices of both legacy organizations. Program Manage Gender Transition, collaborate and build relationships with HR, business, benefits, legal and other stakeholders for successful transition of the employee at the workplace

JOHN DEERE TECHNOLOGY CENTER, Pune, India

Aug 2007 - Dec 2007.

HR Generalist

- Consultant role focused on process improvements and KPI, dashboard development and management, data analysis and strategic recommendations to improve effectiveness of the Human Resource Department. Partnered with Assistant General Manager –Human Resources to develop an internal training module "Targeted Selection" to improve hiring decisions for Team Leaders and Managers.
- Institutionalized Exit Analysis process to identify common reasons for attrition in departments. The analysis facilitated to reduce attrition rate from 18% to 12%.
- Developed and implemented strategic recommendations to achieve 65% Employee Engagement Index.
- Managed SAP database for the unit and ensured 100% compliance of employee data through periodic data audits.
- Streamlined Compensation & Benefits Database Management to eliminate data redundancy.

SULZER INDIA LTD, Pune, India

Aug 2005 –Aug 2007

HR Generalist

- Led a team of two entry level HR professionals and was responsible for a wide spectrum of HR functions including Talent Acquisition and Management, Learning & Development, Organizational Development, Policy Development, Administration and Payroll.
- Formulated a well-defined recruitment process, reduced the lead-time of recruitment from 60 days to 40 days (33% improvement) to support the growth plan of the company.
- Team Leader to implement company's first HRIS system, to provide centralized employee information. Completed gap analysis and process mapping to deploy the system before the scheduled timeline.
- Instituted a program **"Your Voice, Your Company"** to provide a platform for employees to express their ideas/opinions/suggestions to the management to improve top down communication. Improved Employee Satisfaction from 56% to 60%. Facilitated Employee Satisfaction Survey, as a member of the task force, formulated at Asia Pacific level. As part of the action plan formed a cross-functional team to address the low-scored items.
- Conducted **"Competency Mapping"** for management level employees to assess the gap between the existing skill sets and required skill sets. The exercise improved the hiring process and the gap analysis served as a tool to identify training needs of employees.

Entry level HR at EATON FLUID POWER (HYDRAULIC DIVISION), Pune, India

Aug 2003 -Aug 2005