



## **SENIOR ORGANIZATIONAL STRATEGY EXECUTIVE**

Visionary Organizational Development Executive with over 25 years of experience in public sector leadership. Demonstrated expertise in strategic human resource planning, labor relations, talent development, change management, and innovation implementation. Adept at aligning workforce initiatives with organizational goals, leading through transformation, and fostering inclusive high-performance cultures. Trusted advisor to senior government officials on union negotiations, workforce planning, and compliance.

## **CORE COMPETENCIES**

Strategic Leadership | Labor Relations & Union Negotiations | Talent Acquisition & Retention | Workforce Development

Organizational Development | Performance Management | Diversity, Equity & Inclusion (DEI) | Change Management

Training & Leadership Development | Government Compliance | Innovation Management | Budgeting & Fiscal Oversight

## **EDUCATION**

**Juris Doctor**, Florida A&M University College of Law, December 2005

**Masters in Public Administration(MPA)**, University of Central Florida, May 1994

**Bachelor of Arts (BA)**, Political Science and Religion, Mary Baldwin College, May 1988

## **PROFESSIONAL EXPERIENCE**

- Orange County Government – Public Works Department, Orlando, FL

Manager, Fiscal & Operational Support (2002–Present)

### **Human Resources & Organizational Leadership**

- Direct Human Resource strategy across 8 divisions supporting 500+ staff; guide short- and long-term workforce planning.

- Lead department-wide talent acquisition, onboarding, and retention initiatives in collaboration with senior leadership.

- Oversaw labor relations strategy including interpretation and application of union contracts and negotiations.

- Designed and launched the Public Works Leadership Institute in collaboration with Rollins College.

- Developed and implemented equitable compensation strategies; led reclassification/salary adjustment initiatives.
- Instituted training programs covering workplace harassment prevention, communication, and leadership.

### **Organizational Development & Compliance**

- Spearheaded department-wide strategic planning initiatives, incorporating change management and stakeholder input.
- Chaired the Risk Management Committee overseeing workers' compensation, liability claims, and general risk reduction.
- Created and maintained departmental policies, SOPs, and ensured compliance with federal, state, and local laws.
- Managed department IT systems and technology implementations to support HR functions and operations.

### **Budget & Operations**

- Managed \$427.9 million in operational and capital budgets across multiple divisions.
- Directed procurement and contract administration related to infrastructure and personnel needs.
- Oversaw FEMA coordination and reimbursement efforts for post-disaster response and debris removal.
- Orange County Government – Innovation Initiative, Orlando, FL

#### **Innovation Program Development Lead (2022–Present)**

- Launched and implemented the Countywide innovation initiative, promoting a culture of creativity and forward-thinking.
- Developed training programs including a design thinking crash course for 8,000+ County employees.
- Led the design, funding, and construction of Orange County Innovation Lab; created mobile and virtual components.
- Served as inaugural member of the RYU Oversight Team appointed by the Orange County Mayor.

### **Human Resources-RELATED ACHIEVEMENTS**

- Designed New Hire Orientation and Communications workshops adopted across County departments.

- Supervised planning and execution of departmental recruitment events using LinkedIn, Facebook, and Indeed.
- Created and managed employee newsletters and internal communications platforms to increase engagement.
- Developed and led workplace violence response training across Orange and Seminole Counties.

### **CERTIFICATIONS & MEMBERSHIPS**

- Smart Cities Certification – 2021
- Mid Florida Chapter NFBPA – Chapter President
- Former Member, Board of Directors: Adult Literacy League, Women’s Resource Center

### **REFERENCES**

Available upon request.