

BRENT MESICK

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Director of Organization and Talent Development

**Change Management / Cross-Functional Teams / Curriculum Development / Gap Analysis
Global / Instructional Design / Leadership Development / Needs Assessment / Performance Metrics
Process Improvement / Project Management / Strategic and Tactical Planning / Succession Planning
SWOT / Teambuilding / Training Program Design and Delivery / 360° Feedback / e-Learning**

High-performance executive known for driving talent strategies that deliver business results in all phases of the organizational lifecycle. Experienced in providing a broad range of talent development, leadership and organization effectiveness programs for global businesses. Results-oriented leader with mastery in organization design, talent review, learning and development, and leading organizational change in high-stakes, fast-paced organizations. Can immediately contribute by:

- **Collaborating with senior leaders, HR, and employees to build trusting and transparent relationships.**
- **Creating tools and systems to help leaders better manage performance and provide valuable feedback.**
- **Consistently developing and implementing processes and programs that drive competitive growth.**
- **Developing and leading results-oriented teams to success using a highly consultative approach.**

MS. Ed – Adult Continuing Education, Northern Illinois University; **BS – Workforce Education, Training, and Development**, Southern Illinois University. **Military – Veteran** of the United States Navy; **Master Training Specialist** and **Testing Officer** for the Navy. **Other:** Extensive experience working cross-culturally, spanning India, China, Spain, Brazil, and Mexico, and others.

CAREER HISTORY AND HIGHLIGHTS

Executive Director, Talent and Organizational Development

Las Vegas Sands Corporation
2017 to 2018

Provided overall strategic direction for the Talent and Organizational Development function, including professional and leadership development, talent management, high potential identification and accelerated development, and succession planning. Provided organizational change management guidance, resources, and oversight for high-priority, cross-functional projects where smooth adoption is critical to business success. Partnered with leaders in assessing and developing solutions for organizational work processes, roles, and competency requirements to meet current and future business needs. Directed current employee engagement survey process. Managed staff of five. Company reorganization, position eliminated.

- **Boosted learner satisfaction scores by 20%.** Tasked with setting strategic direction and employing best practices within the training function. Introduced instructional design principles, coached the team on their use, and redesigned existing curricula around tested learning objectives.
- **Facilitated cultural shift by launching Performance Management (PM) system.** Consulted with leaders to design a new PM process using industry best practices. Facilitated change management sessions with managers that educated and built accountability and implemented program that emphasized goal alignment and continuous feedback. Realized significant increases in goal validity and coaching activity.

Director of Global Organization and Talent Development

Oracle Technology Groups

2012 to 2017

Senior Manager, Global Talent Management, 2010 to 2012

North America Organization and Talent Development Consultant, 2007 to 2010

Provided strategic direction and planning for organization development activities for over 35,000 employees worldwide across Oracle's global technology organizations. Partnered with global business leaders and HR business partners to identify business strategy and needs and create organizational effectiveness solutions to further business goals. Provided direction for enterprise-wide OD practices as a leader within Oracle's Organization Development Community of Practice. Demonstrated steady career progression through Oracle talent and organization development positions, managing a team of six. Recruited by Las Vegas Sands.

- **Reinvented "College to Corporate" Onboarding Program.** Turnover of first-year college hires was high and project team was dysfunctional. Conducted needs analysis and relaunched program to include a Bootcamp, Hackathons, and a Transitions program. Duplicated new orientation process in China and India locations. Among other stellar results, boosted retention rate 23% and gained multiple ideas for new products.
- **Piloted Talent Management Review technology.** Talent review was a manual process, outdated and limited in scope. Partnered with Oracle IT group to implement new technology (Fusion) for a division of 600+ employees. Resulted in successful automation of process, valuable feedback for the developers, and the department head championing efforts that influenced similar rollouts by other leaders.
- **Increased team productivity 25%.** Received vague request for manager training by IT team. Performed team assessment and facilitated intact sessions, identifying gaps in strategic vision, goal setting, and departmental collaboration. Jump in productivity reported after six months due to business alignment.
- **Performed Talent Review for 1,300 executives in record time.** After promoted to lead the Center of Excellence, President requested an executive talent review. System was inconsistent and consultants inexperienced. Set new strategy, clarified project scope, and identified and trained key consultants. Standardized process, providing essential leadership snapshot and development goals within six months.
- **Established HR Strategy.** Asked to consult on strategic direction for Global HR services team. Performed analysis, created strategy, and facilitated process improvement sessions. Resulted in restructuring HR services, creating new analytics team, and emphasizing consultative approach with HR business partners.
- **Accelerated expansion of new revenue stream.** Engaged with recently acquired retail division to define the business model. Held working sessions to analyze opportunities for digitalization and value-added services. Solutions focused on building technical competencies to leverage the Cloud as major source of income.
- **Inspired action through KPIs.** Procurement group requested help identifying appropriate metrics. Created KPI model for goal setting, trained senior leaders on the methodology and helped create project plans to implement within their teams. Positive outcome influenced CFO to adopt KPI model in all Finance divisions.

Senior Organization Development Consultant

Discover Financial Services, IT Department
2000 to 2007

Planned and executed organization development strategy, providing guidance and advice to implement leadership development, talent management, and strategy implementation programs for organizations within the IT department. Recruited by Oracle.

- **Designed and launched leadership development program.** To strengthen the leadership pipeline, identified key managers and conducted in-depth needs analysis. Created initial course, which emphasized coaching and cross-functional collaboration. Positive results led to full leadership development curriculum.
- **Succession Planning.** Leader wanted to shorten the gap when filling critical positions. Used the 9-box model to drive talent review discussions. Determined employees' current and potential levels of contribution, and development gaps. Results included succession plan for three levels of potential successors and a focused leadership development plan.

Director of Training and Development

Grand Premier Financial, IL
1994 to 2000

Consulted with C-level management to plan, implement and direct comprehensive programs for management, sales, customer service, call center, new hire, technical, and company specific issues. Led staff of two. Company was acquired, position eliminated.

- **Increased revenue through improved sales training.** Researched, selected, and implemented a consultative sales training curriculum that included performance measurement tools. Designed and delivered companion sales leadership training to focus on quality coaching. Cross-selling results increased 20%.

TRAINING / CERTIFICATIONS

Strategic Organization Design Workshop, USC—Center for Effective Organizations
PDI 360 Facilitation, PDI Ninth House (Korn Ferry)
Myers Briggs Type Indicator Facilitator, CPP
Leadership Coaching, Third Angle
ROI Certification, ROI Institute

ADDITIONAL INFORMATION

Past President, Thorndale East Condo Association
Board Member, Chicago Board of Poetry
Board Member, Chicago Slam Works
Board Member, One Poetic Voice