

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 designing and implementing processes and programs that drive competitive growth.**
- **Developing and leading results-oriented teams to success with 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.

SELECTED ACCOMPLISHMENTS

Performed Talent Review for 1,300 executives in record time. President requested an executive talent review, but system was inconsistent and consultants inexperienced. Set strategy, clarified project scope, and identified and trained key consultants. Standardized process, providing leadership snapshot and development goals in six months.

Facilitated cultural shift, launched Performance Management system. Designed and implemented a new PM process using industry best practices. Realized significant increases in goal validity and coaching activity.

Reinvented “College to Corporate” Onboarding Program. Turnover of first-year college hires was high. Conducted needs analysis and relaunched program to include a Bootcamp and Hackathons. Among other stellar results, boosted retention rate 23% and gained multiple ideas for new products.

Designed and launched leadership development program. Conducted thorough needs analysis and created foundation course, emphasizing coaching and collaboration. Positive results led to complete leadership curriculum.

CAREER EXPERIENCE

Executive Director, Talent and OD, Las Vegas Sands Corp., 2017 to 2018. Provided overall strategic and tactical direction for the function. Managed staff of five. Company reorganization, position eliminated.

Director of Global Organization and Talent Development, Oracle Technology Groups, 2012 to 2017. Provided strategic direction and planning for OD activities for over 35,000 employees worldwide. Managed six direct reports. Recruited by Las Vegas Sands.

Demonstrated management career progression at Oracle, including: **Sr. Manager, Global Talent Management**, 2010 to 2012; **North America Organization and Talent Development Consultant**, 2007 to 2010.

Sr. Organization Development Consultant, Discover Financial Services, 2000 to 2007. Planned and executed OD strategy, providing guidance and advice to implement leadership development, talent management, and strategy implementation programs.

Director of Training and Development, Grand Premier Financial, 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.