

Professional Summary

Dr. Curtis Odom is the Managing Partner at Prescient Strategists, an Executive Professor at Northeastern University, a Distinguished Principal Research Fellow at The Conference Board, and a Senior Council Member at the Forbes Coaches Council. Curtis is an experienced entrepreneur, business owner, and former Fortune 100 executive who consults and coaches from his experience of getting results. His clients hire him for his depth of business knowledge to motivate, educate and inspire current and aspiring leaders to achieve higher levels of personal growth and professional success.

Academic Degrees

Ed.D.	Pepperdine University, Phi Delta Kappa	2009
M.Ed.	Wayne State University, Magna Cum Laude	2002
B.S.	Strayer University, Magna Cum Laude	2000

Academic Career Experience

2018 - Present	Executive Professor, Management and Organizational Development Organizational Behavior (Undergraduate and Graduate Level) Management Consulting In Organizations (Undergraduate Level) D'Amore-McKim School of Business, Northeastern University
2016 - 2018	Visiting Professor, Management and Organizational Development Organizational Behavior (Undergraduate and Graduate Level) D'Amore-McKim School of Business, Northeastern University
2012 - 2016	Adjunct Faculty Career Management (Undergraduate Level) Sawyer Business School, Suffolk University
2012 - 2014	Adjunct Faculty People Management (Executive MBA Program) Jack Welch Management Institute, Strayer University
2010 - 2012	Adjunct Faculty Theories and Practices of e-Learning (Graduate Level) College of Education, Strayer University
2001 - 2002	Adjunct Faculty Introduction to Computer Technology (Undergraduate Level) College of Continuing Education, Wayne State University

Industry Career Experience

- 2018 – Present **President – Stuck On Start Coaching, LLC.**
Stuck On Start Coaching is a boutique career coaching firm working with organizations to onboard recent college graduates, and to engage and retain top talent in their culture. Stuck On Start Coaching provides client organizations with customized offerings that equip their leaders to more effectively manage and lead today’s multigenerational, gig economy workforce.
- 2011 – Present **Principal and Managing Partner – Prescient Strategists, LLC.**
Prescient Strategists partners with clients to address the imperative of defining strategic integration priorities as a critical part of the post-merger integration process. We employ proven human capital best practices customized to each merger or acquisition to deliver maximum value on both the seller and buyer sides of the M&A transaction.
- 2012 – Present **Executive Coach and Program Leader – MOR Associates**
Founded in 1983, MOR Associates has supported, advised and inspired leaders as they move their organizations toward growth and change. We focus on helping leaders impact their personal development and position their organization so that it can deliver increasing value in the future.
- 2011 – 2016 **Senior Faculty Partner – Human Capital Institute**
HCI Faculty members include senior executives and practitioners, business school professors and thought-leading strategists. All are proven, progressive experts in the new business science of strategic talent management.
- 2010 – 2011 **Vice President, Professional Development – Comcast Corporation**
Executive leader of Comcast University Talent and Professional Development College, with enterprise-wide executive responsibility for all design, development, and delivery of content focused on growing and sustaining the leadership pipeline for Comcast.
- 2009 – 2010 **Senior Director, Talent Management – Blue Cross Blue Shield MA**
Executive HR leadership role with full accountability for all aspects of Talent Management, Learning and Development, and Organizational Effectiveness. Leader of a team of professionals in the designing and implementing of key processes related to in establishing a proactive organizational function.
- 2006 – 2009 **Director, Learning and Development – MetLife**
Senior leader driving a partnership with multiple HR functions through applied comprehensive diagnostic techniques to scope and define opportunities to enhance organizational effectiveness. Through collaboration, developed solutions that leverage both internal and external resources to deliver the solutions.

- 2004 – 2006 **Director, Performance Solutions – Textron, Inc.**
Led the design, execution and evaluation of Textron University’s Leadership and Professional Development programs to develop the world-class capabilities needed to successfully lead and execute business strategies. Defined the roles and relationships of enterprise issues and initiatives and how they may impact learning and development solutions.
- 2003 – 2004 **Director of WIN-T Program Training – General Dynamics**
Developed a comprehensive and global approach to training and communications as the program liaison for Database Managers, Software Design Teams, and Project Managers. Designed annual corporate strategic education action plans that created an annual cost efficiency of \$700k a year in outsourcing cost.
- 2003 – 2004 **Senior L&D Consultant, Invensys University – Invensys, PLC**
Initiated and managed employee development services and developed learning systems that aligned with organizational change initiatives, organic growth and cultural development. Resourced and developed strong learning consultative partnerships with clients and senior leadership resulting in best practices system to better serve clients and enhance customer service philosophy and related service quality.
- 2000 – 2004 **Practice Leader, Talent Strategy – Provident Technical Solutions**
Executive responsibility for identifying organizational effectiveness issues and making recommendations in the areas of organization design, talent acquisition, performance management planning, employee engagement programs and frontline to senior leadership program design and delivery.
- 1990 – 2000 **AEGIS Fire Control Technician – United States Navy**
AEGIS Fire Control Technicians are responsible for the operation, maintenance, testing, troubleshooting and repair of: RADAR, computers, networks, data display systems and integrated weapons system components. The AEGIS Weapon System provides theater, air, and sea missile defense while forward deployed.

Industry Certifications

- Merger & Acquisition Advisor (CM&AA) – Alliance of Merger and Acquisition Advisors
- Value Growth Advisor (CVGA) – Corporate Value Metrics
- Exit Planning Advisor (CEPA) – Exit Planning Institute
- Human Capital Strategist (HCS) – Human Capital Institute
- Strategic Workforce Planner (SWP) – Human Capital Institute
- Certified Diversity Professional (CDP) – Cornell University

Professional Recognitions and Awards

- Best Teacher Of The Year Finalist, D'Amore-McKim School Of Business, May 2020
- Post-Merger Integration Advisor of The Year (USA), Corporate LiveWire, London, 2020
- Best Teacher Of The Year Finalist, D'Amore-McKim School Of Business, May 2019
- Post-Merger Integration Advisor of The Year (USA), Corporate LiveWire, London, 2019
- Post-Merger Integration Advisor of The Year (USA), Corporate LiveWire, London, 2018
- Best Teacher Of The Year Finalist, D'Amore-McKim School Of Business, May 2018
- Post-Merger Integration Advisor of The Year (USA), Corporate LiveWire, London, 2017
- Management Consulting Firm of The Year (USA), Corporate LiveWire, London, March 2017
- Post-Merger Integration Advisor of The Year (USA), Corporate LiveWire, London, 2016
- University Outstanding Alumni of the Year, Strayer University, Washington, DC, 2011
- Boston "40 Under 40" Honoree, Boston Business Journal, Boston Massachusetts, 2010

Professional Memberships and Affiliations

- Forbes Coaches Council
- The Conference Board
- Association for Corporate Growth (ACG)
- Academy of International Business (AIB)
- Academy of Management (AOM)
- Alliance of Merger and Acquisition Advisors (AM&AA)
- Association of Change Management Professionals (ACMP)
- Management & Organizational Behavior Teaching Society (MOBTS)
- Strategic Management Society (SMS)
- American Mensa
- Zeta Psi Fraternity

Community Service and Civic Involvement

MassChallenge

Mentor Expert

Jan 2021 – Present

MassChallenge is the global network for innovators. We equip bold entrepreneurs to disrupt the status quo and create meaningful change. With more than a decade of experience, our proven methodology accelerates the innovation potential of high-growth businesses and startups as they address some of the biggest challenges across industries, impacting the way we live, work, and play. MC Experts help select which promising startups enter the accelerator by participating in virtual or in-person judging rounds, they provide formal training, workshops, or info sessions on specific areas of expertise during the accelerator. MC Experts also work with startups through individualized advising, office hours (in-person or virtual), and tailored events throughout the accelerator.

Entrepreneurship for All (EforAll)

Accelerator Mentor

Jun 2020 – Present

EforAll is an innovative nonprofit that partners with communities nationwide to help under-represented individuals successfully start and grow their businesses through its unique combination of immersive business training, mentorship and an extensive support network. We do this by utilizing a proven approach, our accelerator program which includes immersive business training and an extensive professional support network.

Venture Café New England

Pitch Competition Judge

Jun 2020 – Present

The Venture Café New England is a tax-exempt 501(c)(3) non-profit whose goal is to enhance and accelerate innovation in the Greater Boston region. Our mission is to broaden, connect, and support the innovation community through a public network of spaces and programs to help anyone with an idea succeed. Our vision is to connect New England-based individuals, communities, and organizations into one tightly woven successful innovation network.

Conference Speaking and Presentations

- Odom, C. L., " Managing & Leading The Gig Economy Workforce", Greater Boston Chamber of Commerce Leadership Forum, Cambridge, MA., June 2018
- Odom, C. L., "The Role of Cultural Fit In Attracting, Engaging, and Retaining Top Talent", NAAHR National Conference, Philadelphia, PA., October 2014
- Odom, C. L., "Bold Leadership: Creating a Culture Of Innovation", ADP, Inc., AVS Division Annual Leadership Meeting and Customer Conference, Pomona, CA., July, 2014
- Odom, C. L., "The 5Rs of Talent Management for University Leaders", MOR Associates Annual Leadership Summit and Conference, Chicago, IL., June, 2013
- Odom, C. L., "e-Learning and Social Media: Examining Workplace Learning Applications", Interactive Learning Technologies 2010 SALT Conference, Washington DC, August, 2010
- Odom, C. L., "Dated Technology, Updated Applicability: Contemporary Organizational Learning via EPSS", Interactive Learning Technologies 2009 Washington SALT Conference, Washington DC, August, 2009
- Odom, C. L., "Motivating Online Learners: Tips, and Tricks to Keep The Learning Going", New Learning Technologies 2009 Orlando SALT Conference, Orlando, Florida, February, 2009

Online Industry Articles and Digital Publications

MARCH 2021

Today's Leaders Are In Deep Shift: The Digital Transformation Of Our Work-Life

Many leaders are in deep shift because they did not anticipate that the digital transformation of their work-life would also require their personal life to transform. The most sweeping change for most has been the increased expectations of access to our time by customers, coworkers and colleagues.

FEBRUARY 2021

14 Signs That Tell Owners It's Time To Pivot Their Business

For most business owners, there comes a time when you have to shift from what you've always done and try something new to keep your business growing. Pivoting in this way comes with both risks and rewards.

FEBRUARY 2021

Is Corporate Culture Among The Collateral Damage Of The Pandemic?

Maybe the previous definition of corporate culture has been held up to the light and we can finally see what it has been all along — a hindrance to making actual progress, to getting tangible results and to having a corporate culture of inclusion.

FEBRUARY 2021

Nine Ways To Tell If A Coaching Engagement Is Over

There's nothing more frustrating than a person who overstays their welcome. The same can be said for coaches. A coaching engagement goal should be defined early on and revised as the client starts to attain their potential. Yet, there's always the chance of the coach or coachee not knowing when the coaching engagement should be considered complete or a success.

FEBRUARY 2021

Onboarding A New Employee? 15 Tips To Make The Process More Efficient

After weeks or months of searching and interviewing, you finally found the perfect candidates to fill specific roles at your company. You made the offer, and they've accepted. This, of course, is only the beginning. Once they start, you'll need to devote time to helping new hires become fully acclimated to both their job and the company.

JANUARY 2021

14 Ways To Prepare For How Gen Z Will Impact The Workforce

The oldest members of Generation Z, born in the mid-to-late 1990s, have begun to enter the full-time workforce. As more "Zoomers" (as they are colloquially known) graduate and find jobs, they'll bring their tech savvy, their deep knowledge of digital media and their passion for social causes to their chosen industries.

JANUARY 2021

Harnessing The Inclusion Imperative

What does it look like when an organization harnesses its inclusion imperative?

DECEMBER 2020

15 Ways For Business Leaders To Be Accountable For Bad Decisions

A business leader makes numerous choices each day, knowing that one bad decision can change outcomes not only for themselves, but also for their team or company.

DECEMBER 2020

Kick Your Career Into Gear In 2021 With A Three-Year Action Plan

Much like in the game of chess, your next (career) move should set you up for your next two moves.

NOVEMBER 2020

14 Ways To Scale Culture With A Growing Distributed Team

As remote work becomes the new normal, many employers are scratching their heads, trying to figure how to keep scaling their company culture with a distributed team. A strong and thriving workplace culture is considered an essential element for maintaining employee satisfaction and high performance.

NOVEMBER 2020

How To Deliver The Most Value With A Company Newsletter: 15 Savvy Tips

Beyond sharing news about your company's offerings, current initiatives and plans for growth, opt-in newsletters are also a great medium for highlighting your areas of focus and expertise. A creative and efficient way to engage your business's loyal fan base, newsletter content can also earn shares and reach new potential leads if the content both provides value to your current customers and appeals to a broader audience.

NOVEMBER 2020

11 Methods To Figure Out The Ideal Frequency For Lead Outreach

Touching base with potential clients and customers is one of the surefire ways to ensure sales and create strong relationships with consumers. However, it's important to realize when "reaching out" becomes a hindrance that drives your customer base away.

NOVEMBER 2020

12 Sound Ways To Troubleshoot Inconsistent Business Revenue

Generating steady revenue isn't always easy. No one knows this better than business owners whose sales are inconsistent, despite their best efforts.

NOVEMBER 2020

Finding Your Team's Power Motive

You want to build engagement and excitement into your team? Try tapping into their power motive.

NOVEMBER 2020

13 Simple Ways To Boost Productivity At Work With A Nightly Routine

While smart professionals understand that a healthy morning routine is essential to success, they might not realize that developing a thoughtful evening routine is just as important to ensure that the next day will be a productive one. Done consistently, nightly preparation will save you time and reduce stress in the morning, providing a lasting boost that keeps you going strong throughout the day.

OCTOBER 2020

13 Warning Signs Your Current Job Doesn't Fit You

Not every job is meant to be a long-term part of your career. Whether your professional goals have evolved or the position you've landed in isn't what you thought it would be, you may find yourself struggling with ambivalence over a job you thought you were going to love.

OCTOBER 2020

14 Practical Steps To Establish A Standout Personal Brand Online

The internet is full of advice for people looking to increase their online presence and boost their personal brand. However, before it can be enhanced and optimized, an online presence must first be established.

OCTOBER 2020

16 Positive Ways To Stand Out As A Leader Among More Experienced Peers

While leaders aren't self-chosen, inherent charisma and decisiveness often help professionals land in roles where they are responsible for guiding others. There are many ways to position yourself as the go-to authority on a topic at work, but if your peers and colleagues don't perceive your approach to proving yourself to be a leader in a positive light, your efforts will fall flat.

OCTOBER 2020

Why You Should Keep Your Career On Offense — Not Defense

It's easy to do well with your current company, but have trouble reading the leaves and getting a sense of what your future holds with it.

Authored Professional Books

- Odom, C. L. (April 2021). *Things I Heard My Professor Say: Insights From My Favorite Business School Class*. Jacksonville, Florida: Booknology / Adducent, Inc. Publisher
 - In the following pages, you will find over two decades of professional insights, lessons learned, and personal experiences as captured by a student in my class who gave me the greatest gift of my career: a transcript of me putting my entire career's worth of context into the content of academic lectures taught over a fall semester in a college classroom.
- Odom, C. L. (March 2018). *From Campus To Corner Office: How Co-Ops And Internships Will Help You Win In The Workplace*. Jacksonville, Florida: Booknology / Adducent, Inc. Publisher
 - In the following pages, you will find over two decades of professional insights, lessons learned, and personal experiences as captured by a student in my class who gave me the greatest gift of my career: a transcript of me putting my entire career's worth of context into the content of academic lectures taught over a fall semester in a college classroom.

- Odom, C. L. (July 2014). *Mind The Gap: Getting Business Results In Multigenerational Organizations*. Jacksonville, Florida: Booknology / Adducent, Inc. Publisher
 - Provides organization leaders with a method of committing to creating a culture that truly welcomes, appreciates, and values employees for their contributions. Readers learn how effectively attract, engage, and retain the top talent needed to get tangible business results in multigenerational organization.
- Odom, C. L. (March 2013). *Generation X Approved: Top 20 Keys to Effective Leadership*. Jacksonville, Florida: Booknology / Adducent, Inc. Publisher
 - Identifies for the reader twenty specific keys to help them become the type of leader that their company or organization needs today and in the future. Keys that will help perception and performance merge into effective leadership.
- Odom, C. L. (January 2012). *Stuck In The Middle: A Generation X View of Talent Management*. Jacksonville, Florida: Booknology / Adducent, Inc. Publisher
 - Examines workplace culture in which three generations are working side by side. This published work represents a contribution to the literature on generational diversity by bringing attention to the nexus where talent management intersects generational diversity.

Authored Academic Research Article

- Odom, C.L., McAllister, C.P. (2021). Getting Representative Sponsorship Right in Your Organization. *MIT Sloan Management Review*. Online.
 - <https://sloanreview.mit.edu/article/getting-representative-sponsorship-right-in-your-organization/>

Authored Academic Case Studies

- Nicholson, K. A., Odom, C. L. (2018). Taking A Proactive Approach To Change To Secure A Manufacturer's Future. *Global Business and Organization Excellence*, 38(2), 6-12.
- Odom, C. L. (2013). New Hire Retention Woes Drive Change In Health Insurer's Employee Selection Process. *Global Business and Organization Excellence*, 32(6), 27-35.

Publishing and Media Ready Biography



Dr. Curtis Odom is an Executive Professor of Management in the D'Amore-McKim School of Business at Northeastern University.

Educated as a scholar-practitioner, Dr. Odom's experiences as a management consultant inform both his research, and teaching philosophy. Curtis believes that learning should be experiential and participant-centered and seeks to motivate, inspire, and instill in his students a sense of ownership of their learning journey. His ability to connect academic content to workplace and workforce context is born of his 20-year industry career as a corporate executive, entrepreneur, management consultant, and executive coach.

Away from Northeastern, Curtis is an experienced entrepreneur, business owner, and former Fortune 100 executive who consults, coaches, mentors, and teaches from his experience of getting results. His clients hire him for his depth of business knowledge to motivate, educate and inspire aspiring and current entrepreneurs to achieve a higher level of success, professionally and personally. Curtis aligns business owners actions to their vision for their organization, supports them in the execution of key strategies and tactics to move initiatives forward, and helps them gain critical knowledge necessary for their business and personal success.

Curtis is an international award-winning business transformation executive, and acclaimed management consultant who provides pragmatic advice, coaching, and guidance to company executives, senior leaders, and management teams. Curtis gets results by quickly connecting the dots of an organizational culture to unlock the potential of employees, harness intellectual property and proprietary technology, and streamline internal processes to efficiently maximize company potential. Curtis adds value through his ability to step in and amplify business performance during times of leadership transition, mergers and acquisitions, process improvement, and operational optimization at critical transitional moments.

Curtis is often called to lead targeted business transformations to help iconic organizations compete both more effectively and efficiently, or make a strategic pivot. Curtis partners with his clients often during the bold, seismic shifts that an organization must make to both accelerate and execute change and strategic growth beyond typical measures or incremental advancements.

Prior to his industry and academic careers, Curtis served on active duty for 10 years in the United States Navy which included being deployed during Operation Desert Storm.