

## 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.	<b>Pepperdine University, Phi Delta Kappa</b>	2009
M.Ed.	<b>Wayne State University, Magna Cum Laude</b>	2002
B.S.	<b>Strayer University, Magna Cum Laude</b>	2000

## Graduate Certificate

**2020**

### **Digital Transformation Program Massachusetts Institute of Technology**

The Digital Transformation Program provides a hands-on interactive tour of the key technologies as the biggest drivers of change transforming industry and commerce. Executives emerge from the program equipped to help companies better connect to their customers and stakeholders with efficiency and precision, while creating new seismic opportunities to stay ahead of their competition.

## Academic Career Experience

2018 – Present

### **Assistant Teaching Professor**

Organizational Behavior (MBA/Graduate Level)  
Management Consulting In Organizations (Undergraduate Level)  
D'Amore-McKim School of Business, Northeastern University

2016 – 2018

### **Visiting Lecturer**

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

## Industry Career Experience

- 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 to leverage internal and external resources to deliver the solutions.
- 2005 – 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.

- 2004 – 2005      **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 – 2003      **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 air, and sea missile defense while forward deployed.

## 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
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- 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 – Senior Council Member
- The Conference Board – Distinguished Principal Research Fellow
- 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
- Grand Lodge of Ancient Free and Accepted Masons of Massachusetts

## 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

## 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 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

## Published Industry 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.

## Published Industry Articles (Editor Refereed)

DECEMBER 2021

### [Become A More Inclusive Leader To Promote Office Social Equity](#)

Here are four ways you can expand your support and resources to promote social equity at work.

NOVEMBER 2021

### [The New ROI Of The Pandemic Workforce](#)

Here are three trends redefining ROI as a return on individuals over investment.

JUNE 2021

### [How To Achieve Dynamic Leadership In 'The New Next'](#)

Lately, a lot of discussions around leadership have turned toward dynamic leadership. The word dynamic refers to a process or a system that's characterized by constant change, activity or progress.

MAY 2021

### [How Employee Emotional Well-Being Impacts Job Satisfaction](#)

Employee emotional well-being is a discussion topic that gained prominence during the pandemic, and we do not expect this area of focus to fade away post-pandemic.

APRIL 2021

### [A Pandemic End To A Sad Excuse: When Finding Diverse Talent Went Virtual](#)

Many people who have faced roadblocks in joining the job market are finding that the current environment is delivering exciting options for their professional future.

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.

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.

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.



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.

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.

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.

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.

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

## [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.

### **Published Academic Research Articles (Editor Refereed)**

- Odom, C.L., McAllister, C.P. (2021). Why Pivoting People Is A Strategic Priority. *MIT Sloan Management Review*. Online.
  - <https://sloanreview.mit.edu/article/why-pivoting-people-is-a-strategic-priority/>
- 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/>

### **Published Academic Case Studies (Editor Refereed)**

- 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.

## Grant Funded Academic / Industry Research

- Title: Talent, Skills, and Credentials: Studying the Landscape and Positioning the Ecosystem
- Subtitle: Understanding the Emerging Landscape of ESG Human Capital Measures
- Specifics: Six Months Northeastern University Research Funded By The Walmart Foundation

Summary: Digital credentialing and skills-based hiring are gaining significant momentum – yet there remains a need to align postsecondary providers and employers; to better understand employer behavior and needs; and to investigate and adapt to emerging technology trends.

Approach: This qualitative research project will create a foundational scan of how key actors are approaching the emergence of ESG-related human capital measures. The first phase will be to develop hypotheses and takeaways from a thoughtful review of the existing literature on the topic, including business/trade press, think tank reports, scholarly articles, regulatory publications, etc. The crucial second phase will build on this foundation via interviews as 15-20 interviews with a wide range of experts to include academics, ESG standards bodies, rating agencies and key investors, and leading employers, think tanks, and job quality experts, among others.

Deliverable: A publicly published report for the benefit of employers, policymakers, and other key stakeholders interested in this topic – with a focus on mapping out how this trend is likely to develop, and highlighting the opportunities, barriers, and emerging landscape.

## Professional Biography



Dr. Curtis Odom is an Executive Professor at Northeastern University in Boston, and the Managing Partner at Prescient Strategists.

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 to make a strategic human capital pivot. Curtis partners with his clients often during the bold, seismic shifts that an organization must make to accelerate organizational change and the strategic growth of their workforce beyond evolutionary 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.