

Professional Summary

Dr. Curtis Odom is an Executive Professor of Management at Northeastern University in Boston, the Leader of the Coaching, Mentoring & Sponsorship Institute at The Conference Board, and a Senior Council Member at the Forbes Coaches Council. Curtis is an entrepreneur, business owner, best-selling author, and former Fortune 100 executive who teaches, consults, and coaches from his experience of getting results. Curtis is also the Managing Partner at Prescient Strategists where clients hire his consulting firm as a strategic partner on targeted business transformations to organizations competing more effectively while making strategic human capital pivots. Curtis partners with his clients during the seismic shifts that organizations must make to accelerate change and strategic growth within 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.

Academic Degrees

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

Graduate Certificate

2020 **Digital Transformation Program**
Massachusetts Institute of Technology

Academic Experience

2022 – Present **Associate Teaching Professor | Northeastern University**
Graduate Course: Global Talent Management
Undergraduate Course: Management Consulting In Organizations
D'Amore-McKim School of Business,

2018 – 2022 **Assistant Teaching Professor | Northeastern University**
Graduate Course: Global Talent Management
Undergraduate Course: Management Consulting In Organizations
D'Amore-McKim School of Business

2016 – 2018 **Visiting Lecturer | Northeastern University**
Undergraduate Course: Organizational Behavior
D'Amore-McKim School of Business

Executive Education Experience

- 2021 – Present **General Electric Operational Financial Leadership Program**
Leadership and Management
Northeastern University
- 2020 – Present **PwC While You Work MBA Accelerator Program**
Leadership and Management
Northeastern University

Published Academic Research Articles (Editor Refereed)

- Odom, C.L., McAllister, C.P., Franczak, J. (2022). Equity in the Hybrid Office. *MIT Sloan Management Review*. Online.
 - <https://sloanreview.mit.edu/article/equity-in-the-hybrid-office/>
- 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 Research

- Sponsor: The Walmart Foundation
- Title: Talent, Skills, and Credentials: Studying the Landscape and Positioning the Ecosystem

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.

Industry 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.
- 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
- 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
- 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 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

- Certified Diversity Professional (CDP) – Cornell University
- 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

Community Service and Civic Involvement

Advisory Board Member | Boys and Young Men of Color (BYMOC) Initiative

January 2022 – Present

The BYMOC Initiative builds on, and invests in, pathways to success that will inspire and transform personal identities so that boys and young men of color reach their full potential. This initiative began in 2020 with 26 YMCAs in 16 states and will scale to reach 100 cities across the nation. Through this initiative, the YMCA hopes to recreate the kind of equitable communities shown to improve the wellbeing of boys and young men of color, individually and collectively, so they can achieve economic and social mobility in adulthood.

Leadership Southcoast | Board Member

January 2022 – Present

Leadership SouthCoast engages, educates, and empowers diverse individuals to become active community leaders in a vigorous network determined to improve and strengthen the South Coast region of Massachusetts.

Mentor Expert | MassChallenge

January 2021 – Present

MassChallenge is the global network for innovators. We equip bold entrepreneurs to disrupt the status quo and create meaningful change. MassChallenge 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.

Pitch Competition Judge | Roxbury Innovation Center

January 2022 – Present

The Roxbury Pitch Competition, hosted by Venture Cafe New England! Venture Cafe's mission is to create a pathway to entrepreneurship for a global community of innovators and entrepreneurs.

Published Industry Books

- Boulous, E., Odom, C. L. (May 2022). *Things I Heard Myself Say: Insights From A Candid Interview With Yourself*. Jacksonville, Florida: Booknology / Adducent, Inc. Publisher
- Odom, C. L., Boulous, E. (April 2021). *Things I Heard My Professor Say: Insights From My Favorite Business School Class*. Jacksonville, Florida: Booknology / Adducent, Inc. Publisher
- 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
- Odom, C. L. (July 2014). *Mind The Gap: Getting Business Results In Multigenerational Organizations*. Jacksonville, Florida: Booknology / Adducent, Inc. Publisher
- Odom, C. L. (March 2013). *Generation X Approved: Top 20 Keys to Effective Leadership*. Jacksonville, Florida: Booknology / Adducent, Inc. Publisher
- Odom, C. L. (January 2012). *Stuck In The Middle: A Generation X View of Talent Management*. Jacksonville, Florida: Booknology / Adducent, Inc. Publisher

Published Industry Articles

May 2022

[12 Guiding Questions For Business Owners Seeking To Attract Better Talent](#)

Finding the best talent has always been a challenge, but it seems particularly difficult these days. Whether they're just starting out, expanding, or looking to replace some members of their existing team, business owners are constantly looking for smart ways to attract ideal candidates.

MARCH 2022

[Reshaping The Employee Experience](#)

How can leaders and organizations recreate their talent strategy and redefine the meaning of work to enhance their employee experience—all while maintaining or increasing productivity?

JANAURY 2022

[11 Things Leaders Need To Know To Successfully Manage Gen Z](#)

The members of Generation Z are now entering the workforce, and their values, priorities and ideas about what work means are different from those of any generation that came before them. For a business to thrive, it's essential for its leaders from older generations to understand how to best manage Gen Zers.

JANAURY 2022

[Upskilling And Reskilling To Future-Proof Your Organization](#)

Organizations can take a targeted inventory of the skills needed in both the present and the future to then think about whether to use either upskilling or reskilling in developing their talent.

JANUARY 2022

[How 11 Experts Would Guide Owners Considering A Business Pivot](#)

Pivoting a business can be a smart move if it's done for the right reasons. A successful pivot should be well-thought-out and strategically executed. If it is the first time you have decided to pivot your business, figuring out where, how, and most importantly, whether to begin at all can be a challenge.

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.

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

[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.

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.

Unabridged 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.