

Professional Summary

Dr. Curtis Odom has over 20 years of international experience in M&A post-merger integration, enterprise change management, organizational effectiveness, talent management, and performance consulting as a practitioner, researcher, author, executive coach, and keynote speaker. Curtis has been a consultant and an employee with Fortune 100 companies in the industries of aerospace and defense, software engineering, insurance and financial services, telecommunications, and healthcare. His business experience is preceded by a 10-year active duty military career serving proudly in the United States Navy to include being forward deployed during Operation Desert Storm.

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 Work Experience

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 Work 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 / Awards

- D'Amore-McKim School Of Business – (2018) Best Teacher Of The Year Finalist
- Corporate LiveWire, London, UK – (2017) Management Consulting Firm of The Year (USA)
- Corporate LiveWire, London, UK – (2016) Post-Merger Integration Advisor of The Year (USA)
- Strayer University, Washington, DC – (2011) University Outstanding Alumni of the Year
- Boston Business Journal, Boston Massachusetts – (2010) Boston "40 Under 40" Class
- Scholar Magazine, Strayer University – (2010) Most Distinguished Alumni

Memberships and Affiliations

- 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

Community Service / Involvement

Big Brother - Big Brothers / Big Sisters of America Beyond School Walls Program (2010-2014)

- Under this partnership, organizations support and encourage its employees to become Big Brothers Big Sisters mentors through the John Alchin Beyond School Walls program. This program brings "Littles" and corporate employees together every other week over employees' lunch hour.

Visiting Professor - National Urban League Black Executive Exchange Program (2008-2010)

- The Black Executive Exchange Program (BEEP) is the National Urban League's oldest signature program. Established in 1969 through a grant from the Ford Foundation, BEEP was developed out of the need to expose black college students to role models in business and government, and enhance the curricula at Historically Black Colleges and Universities (HBCUs) by relating them more closely to the world of work.

National Competition Judge - Future Business Leaders of America (2007-2009)

- Future Business Leaders of America-Phi Beta Lambda, or FBLA-PBL, is an American career and technical student organization. FBLA-PBL is a non-profit organization of high school ("FBLA"), middle school ("Middle Level"), and college ("PBL") students, as well as professional members ("Professional Division") who primarily help students' transition to the business world. FBLA-PBL is the largest student-run business related organization in the world, with 253,365 members.

Conference Speaking / 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
- Odom, C. L., "Millennial Learning: Making The Business Case For On Demand Learning", Interactive Learning Technologies 2008 SALT Conference, Washington DC, August, 2008

Online Articles / Digital Publications

- Odom, C. L. (June 2018). How Young Leaders Can Gain Respect And Influence At Work. Interview published online with Black Enterprise.
- Odom, C. L. (June 2018). Q&A: Author Curtis Odom on how to Get Gen Z Workers Excited to Work for You. Interview published online with Monster.com.
- Odom, C. L. (May 2018). Use Co-op Programs to Discover What Your Workforce Is Missing. Article published online with TLNT..
- Odom, C. L. (May 2018). 5 Crucial Questions For Building Your Internal Messaging Strategy. Article published online with Ragan.
- Odom, C. L. (April 2018). What Does A Great Leader Look Like? Here's A Checklist. Article published online with TLNT.

- Odom, C. L. (April 2018). How To Lead With Influence Instead Of Authority. Article published online with Ladders.
- Odom, C. L. (April 2018). Why Internships and Co-ops are Crucial to Success. Interview published online with College, Career, Life Blog.
- Odom, C. L. (April 2018). Millennial workers' job-hopping trend continues as U.S. labor market tightens. Interview published online with Talk Business & Politics.
- Odom, C. L. (March 2018). Development Is Not Static. Guest article by Dr. Curtis Odom published online with Succeed As Your Own Boss.
- Odom, C. L. (April 2014). ViewPoint: Boston's business world: Leadership as a marathon, not a sprint. [Read The BBJ Column](#)
- Odom, C. L. (June 2012). "Career Advice: Six Ways to Deal with Criticism at Work" by Alina Dizik, [Read Wall Street Journal's FINS Blog](#)
- Odom, C. L. (May 2012). Stuck in middle management? Five ways out as described in the "Ask Annie" column online at Fortune Magazine. [Read Anne's Column](#)
- Odom, C. L. (May 2012). Are you "Stuck In The Middle"? Article posted online at [BlackEngineer.com](#) Job Horizon Column. [Read The Column](#)
- Odom, C. L. (May 2012). Are you "Stuck in the Middle?" [Read the Weissman Report: "Are You Stuck in the Middle?"](#)
- Odom, C. L. (May 2012). Career Advancement: How to benefit from being a boomerang employee article by Wallace Immen. [Read The Globe and Mail: Interview](#)
- Odom, C. L. (July 2012). GENERATION X: Stuck In The Middle. After the boomers and before the Millennials, this group is still struggling to define themselves in the workplace. Dr. Curtis Odom offers sage advice for his peers [Read The Ebony.com Article](#)
- Odom, C. L. (June 2012). Is Talent Management Really HR's Job? Talent management strategist Curtis L. Odom explains why innovative companies must have leaders who manage fully and outlines the balance that should exist between managing staff and managing numbers [Read Business Review USA: "Talent Management" Article](#)

Professionally Authored Works / Professional Publication (PQ)

- 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
 - Delivers THE handbook for a new education model, where classroom learning is practical, and work experience is real. It shows how while the money earned—in Co-Op/Internship programs—in school is useful, the experiences that help land job offers after graduation is what's truly impactful and far-reaching.
- 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.

Academically Authored Work / Scholarly Publication (AQ)

- 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.

Media / PR Ready Industry Biography



Dr. Curtis Odom is President Of Stuck On Start Coaching, Managing Partner of Prescient Strategists, and an Executive Professor of Management in the D'Amore-McKim School Of Business at Northeastern University in Boston, Massachusetts.

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.

Prescient Strategists is a management consulting practice to Fortune 100 companies, colleges, and universities focused on developing and delivering change management, organizational culture, executive coaching, and leadership development solutions to clients during mergers and acquisitions, and strategic business transformation initiatives.

Curtis has built an impressive career over 20 years as an internationally acclaimed business leader, entrepreneur, consultant, practitioner, researcher, author, and executive coach. His business experience is preceded by a 10-year active duty military career serving proudly in the United States Navy to include his being deployed during Operation Desert Storm.

As a testament to his professional brand, Curtis was honored internationally as the Post-Merger Integration Advisor of The Year (USA) for 2016 by Corporate LiveWire. Local to Boston, Curtis was also awarded the high distinction of being selected as a member of the Boston Business Journal's Top 40 Under 40 class for 2010.

Curtis is the author of four books, *Mind The Gap: Getting Business Results in Multigenerational Organizations*, *Generation X Approved: Top 20 Keys to Effective Leadership*, *Stuck in the Middle: A Generation X View of Talent Management*, and his recent book, *From Campus to Corner Office: How Co-Ops and Internships Will Help You Win in the Workplace* debuted to rave reviews.