

# ENIO VELAZCO

*Northeastern University*

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## PROFESSIONAL PROFILE

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**Academic leader and industry veteran who transforms complex, global business challenges into actionable learning experiences.** Combines 30+ years of C-suite expertise across multinational environments in digital transformation, operations, and human capital strategy with innovative pedagogy to develop the next generation of business leaders.

- **Teaching Excellence:** Over 15 years of university instruction with consistently strong student evaluations (4.0+/5.0 in most courses). Taught 2,000+ students across undergraduate and graduate programs, mentoring high-achieving graduates—including three Huntington 100 inductees.
- **Digital Innovation Pioneer:** Early adopter and thought leader in the integration of emerging technologies into business education, including responsible AI use. Designs forward-looking curricula incorporating simulations, digital tools, and applied industry engagement.
- **Industry-Academic Bridge:** Translates three-plus decades of executive experience across Fortune 500 companies (SAP, Philips, Blue Cross Blue Shield), global markets, and nonprofit board leadership into practical classroom learning that prepares students for modern, internationally connected business challenges.
- **Global Engagement:** Designs and leads international experiential learning programs across Asia, fostering cross-cultural competence and real-world understanding of global supply chains and business ecosystems.

## EDUCATION

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- **Ph.D., Operations Research**, Case Western Reserve University, Cleveland, OH.
- **M.S., Operations Research**, Case Western Reserve University, Cleveland, OH.
- **M.S., Industrial & Systems Engineering**, Rutgers University, New Brunswick, NJ.
- **B.S., Industrial Engineering**, University of Lima, Lima, Perú.

## ACADEMIC APPOINTMENTS

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### **D'Amore-McKim School of Business, Northeastern University, Boston, MA**

Principal Lecturer 2026–Present

Senior Lecturer 2021–2026

- Delivers courses in Supply Chain & Operations Management, Global Supply Chain Strategy, and related areas (average enrollment: 40 students).
- Designs and delivers intercultural learning programs in Asia Pacific; advises students on career pathways.
- Achieves consistently strong teaching evaluations (4.0+/5.0) and receives internal grant funding for teaching innovation.

### **Villanova University, Villanova, PA**

Professor 2017–2021

- Designed and taught online graduate courses in Strategic and Global HR Leadership and HR Technology in the M.S. in Human Resource Development program (average class size: 20 students).

### **Arthur D. Little School of Management, Cambridge, MA**

Professor 2000–2002

- Facilitated courses in Project Management for international MBA cohorts (average enrollment: 30 students).

## Babson College, Wellesley, MA

Lecturer 1999

- Delivered courses in Quantitative Methods to MBA students (average class size: 25–30 students).

## Worcester Polytechnic Institute, Worcester, MA

Assistant Professor 1988–1993

- Taught graduate and undergraduate management courses (average enrollment: 30 students) and established and led the AT&T Project Center.

## COURSES TAUGHT

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‡ Denotes an online course.

### Undergraduate

- Global Supply Chain Strategy
- Supply Chain & Operations Management
- Production Systems Design
- Quality Planning and Control
- Computer Simulation
- Computer Integrated Manufacturing

### Graduate

- Operations Management
- Project Management
- Strategic and Global HR Leadership‡
- Business Statistics
- Total Quality Management
- HR Technology‡

## CURRICULUM DEVELOPMENT & PEDAGOGICAL INNOVATION

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- **Designed and delivered an interdisciplinary** SCHM 3301 course combining business analytics, operations management, HR, and digital technologies, with a strong focus on experiential, real-world learning (2025–Present).
- **Implemented the Virtual Supply Chain Lab** in SCHM 2301: Supply Chain & Operations Management, enabling students to explore intelligent digital procurement and analyze NU historical spend data (2024).
- **Integrated responsible AI use across all courses**, guiding students in leveraging generative tools for learning and creativity while upholding academic integrity. Developed best-practice guidelines to distinguish appropriate support from academic dishonesty (2023–Present).
- **Championed the use of simulation software** for scenario analysis and risk-informed supply chain design in SCHM 3301: Global Supply Chain Strategy (2023–Present).
- **Incorporated real-world applications and current events** to contextualize new concepts and enhance student motivation in SCHM 2301: Supply Chain & Operations Management (2022–Present).
- **Redesigned Project Management course components** to align with evolving industry needs, ADL best practices, and AACSB accreditation standards (2000).
- **Pioneered online and hybrid learning modalities**, integrating multimedia content, simulations, and collaborative tools to improve engagement and learning outcomes (1993–1999).

## ADVISING & MENTORSHIP

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- Advised graduate and undergraduate students on academic planning, career development, and applied research projects, with a focus on bridging classroom learning with industry practice.
- Mentored early-career faculty and teaching assistants, sharing best practices in course design, classroom management, and student engagement.
- Actively supported student organizations and case competition teams, contributing to their success in regional and national events.

- Recognized by students and peers for approachability, responsiveness, and commitment to student success and professional growth. Three former students were inducted into the Huntington 100 Honor Society at NU.
- Supervised numerous capstone projects and theses, guiding students through problem definition, data analysis, and solution implementation in collaboration with corporate partners (1988–1993).

## ACADEMIC HONORS & RECOGNITIONS

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- Recognition Award, University of Massachusetts Lowell, Plastics Engineering Department, 1997.
- Sigma Mu Epsilon, Manufacturing Engineering Honorary, Worcester Polytechnic Institute, 1991.
- Omega Rho, International Operations Research Honorary, Case Western Reserve University, 1986.

## AWARDS & GRANTS

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Secured over \$2.2M (2026 USD) in competitive grants and awards from federal, corporate, and academic sources, supporting innovation in operations management, organizational effectiveness, and digital transformation.

- **2024** — *Full-Time Faculty Professional Development Fund (FFPDF)*, Northeastern University. (\$1,013)
- **2024** — *Supply Chain Simulation Training Workshop*, Northeastern University. (\$500)
- **2006** — Velazco, E., Grier, R., et al. *Knowledge & Experiences of Expert Labor (KEEL)*, U.S. Department of Defense. (\$100,000)
- **2005** — Orvis, K., Velazco, E., et al. *TeamBuilder*, U.S. Department of Defense. (\$175,000)
- **1996** — Schott, N., Velazco, E., et al. *Plastics Engineering Technology Education Center*, National Science Foundation (NSF). (\$60,000)
- **1992** — Sisson, R., Velazco, E., et al. *Industrial Case Studies in Manufacturing Engineering*, AT&T Foundation. (\$206,867)
- **1992** — Velazco, E. *Total Quality Management Course*, GE Continuous Improvement Education Fund. (\$10,000)
- **1991** — Rollings, R., Velazco, E., et al. *Faculty Exchange & Joint Research Program*, U.S. Agency for International Development (AID). (\$497,742)
- **1991** — Velazco, E. *Development of a Quality Control Course*, GE Continuous Improvement Education Fund. (\$10,000)
- **1991** — Velazco, E. *AI Support for Statistical Process Control*, NSF SBIR (MEAC Subcontract). (\$5,000)
- **1988** — Velazco, E. *Manufacturing Process Simulation*, Jamesbury Corporation. (\$20,000)
- **1990 (est.)** — Miscellaneous awards. (\$14,914)

## GRADUATE RESEARCH SUPERVISION

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- Gould, R. (1993), *Assuring the Safety, Effectiveness and Reliability of an IAB Catherer Using SPC Tools, Taguchi Techniques and DOE*, M.S. Biomedical Engineering, WPI, Worcester, MA.
- Campo, L. (1993), *Optimization of Non-Linear Multiple Responses in Manufacturing Systems Simulations*, M.S. Manufacturing Engineering, WPI, Worcester, MA.
- Santoro, L. (1992), *Quality Engineering and Response Surface Methodologies*, M.S. Manufacturing Engineering, WPI, Worcester, MA.

## PUBLICATIONS & APPLIED SCHOLARSHIP

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† Signifies a digital magazine or blog

\* Denotes equal contribution

### Refereed Publications

1. Velazco, Enio. “Transforming HR: A Leadership Development Success Story for Strategic Business Growth.”† *Ignite HR*, 2025, 2–3.  
[https://www.villanovahrd.com/files/ugd/66c5e0\\_8fbf095e8a81480caa4cc2c552d670eb.pdf](https://www.villanovahrd.com/files/ugd/66c5e0_8fbf095e8a81480caa4cc2c552d670eb.pdf).
2. Velazco, Enio E. “Simulation of Manufacturing Systems.” *International Journal of Continuing Engineering Education and Life-Long Learning* 3, no. 1/2 (2009): 80–.  
[https://onesearch.library.northeastern.edu/permalink/01NEU\\_INST/87npqb/cdi\\_gale\\_incontextgauss\\_A214536022](https://onesearch.library.northeastern.edu/permalink/01NEU_INST/87npqb/cdi_gale_incontextgauss_A214536022)
3. Velazco, Enio E. “Air Traffic Management: High-Low Traffic Intensity Analysis.” *European Journal of Operational Research* 80, no. 1 (1995): 45–58. [https://doi.org/10.1016/0377-2217\(93\)E0045-Y](https://doi.org/10.1016/0377-2217(93)E0045-Y).
4. Oden, Howard W., and Enio E. Velazco. “Information Systems Architecture for Manufacturing.” Society of Manufacturing Engineers, 1989.

### Non-refereed Publications

1. Velazco, Enio. “The Human-Centered in an AI-Driven Workplace: What the Future Demands.” LinkedIn, February 24, 2026. <https://www.linkedin.com/pulse/humancentered-leader-aidriven-workplace-what-future-velazco-ph-d-mcmoe>.
2. Velazco, Enio. “Does AI Help Workers Develop Judgment—or Just a Sweet Tooth?” LinkedIn, February 4, 2026. <https://www.linkedin.com/pulse/does-ai-help-workers-develop-judgmentor-just-sweet-velazco-ph-d--dlboc/?trackingId=9suwvZOIQXMixZisQIEaLQ%3D%3D>.
3. Velazco, Enio. “The Intelligent Supply Chain: How Agentic AI is Reshaping Global Logistics.” LinkedIn, August 4, 2025. <https://www.linkedin.com/pulse/intelligent-supply-chain-how-agentic-ai-reshaping-enio-velazco-ph-d--n7vxe/>.
4. Velazco, Enio. “How a Global Pandemic Changed HR Priorities for State Governments.”† Forbes, March 4, 2021. <https://www.forbes.com/sites/sap/2021/03/04/how-a-global-pandemic-changed-hr-priorities-for-state-governments/?sh=1edfa96c4e4f>.
5. Velazco, Enio and Ricci, Dante. “How Government HR Departments Are Dealing With the Pandemic.”† SAP Community, January 29, 2021. <https://blogs.sap.com/2021/01/29/how-government-hr-departments-are-dealing-with-the-pandemic/?update=publish>.
6. Velazco, Enio. “The New Normal at Government Agencies: A Hybrid Workplace,” November 23, 2020. <https://www.linkedin.com/pulse/new-normal-government-agencies-hybrid-workplace-enio-velazco-ph-d-/>.
7. Velazco, Enio, PhD. “2020 - Modern Hiring How Agencies Are Preparing for the Next Generation of Work.” GovLoop eBook. SlideShare, November 1, 2020. <https://www.slideshare.net/evelazco/modern-hiring-how-agencies-are-preparing-for-the-next-generation-of-work>.
8. Velazco, E. et al. [Maximizing HR Potential: How to Drive High Performing, Inclusive Organizations and Create Meaningful Work Experiences](#), Villanova University, 2019.
9. Velazco, Enio. “Organization Design in State & Local Government Agencies - HR’s Secret Weapon to Boost Performance.” LinkedIn, July 17, 2019. <https://www.linkedin.com/pulse/organization-design-state-local-government-agencies-velazco-ph-d-/>.
10. Velazco, Enio. “Strategic and Global HR Leadership.”† *Villanovahrd* (blog), September 20, 2018. <https://www.villanovahrd.com/single-post/2018/09/20/Strategic-and-Global-HR-Leadership>.
11. Velazco, Enio. “How Digital Technologies Are Impacting Human Resources.”† *Villanovahrd* (blog), March 26, 2018. <https://www.villanovahrd.com/single-post/2018/03/26/How-Digital-Technologies-are-Impacting-Human-Resources>.
12. Velazco, Enio. “Organizational Effectiveness and Talent Management.”† Blogger, May 20, 2007. <http://organizational-effectiveness.blogspot.com/2007/>.
13. Velazco, Enio. “The GROW Coaching Model - What Is It?”† Blogger, May 20, 2007. <http://organizational-effectiveness.blogspot.com/2007/05/grow-coaching-model-what-is-it-about.html>.

14. Grier, Rebecca, Velazco, Enio, et al. “*Knowledge and Experiences of Expert Labor: The KEEL of an Experienced Shipbuilding Workforce*.” *Human Systems Integration Symposium 2007*. American Society of Naval Engineers, Annapolis, MD. March 19-21, 2007.
15. Velazco, Enio. “Organizational Effectiveness and Talent Management.”† Blogger, April, 29, 2007.  
<http://organizational-effectiveness.blogspot.com/2007/04/>.
16. Velazco, E. and Campo, L. “*Optimization of Non-Linear Multiple Responses in Manufacturing Systems Simulations*.” Summer Computer Simulation Conference Proceedings (SCSC), Boston, MA. July 19-21, 1993.
17. Velazco, Enio. “*Air Traffic Management: An Aggregation/Disaggregation Analysis Model*,” Decision Sciences Institute, National Meeting Proceedings, San Francisco, CA. November 21-23, 1992.
18. Velazco, E. and Niella, R. “*Design of Experiments for Computer Simulation of Manufacturing Systems*,” Twenty-Third Modeling and Simulation Conference Proceedings, Pittsburgh, PA. April 30 – May 1, 1992.
19. Velazco, E.\* and Johnson, S.\* “*Teaching Students to Effectively Use Taguchi Methods: Building Quality into Products Processes, and Services*,” Northeast DSI Meeting Proceedings, Boston, MA, 1992, 58-62.
20. Velazco, E. “*A Taguchi Experimental Design Strategy for Simulation Experiments*,” Twenty-Second Modeling and Simulation Conference Proceedings, U. of Pittsburgh, PA, May 1991, V22, N2, 873-879.
21. Velazco, Enio E. *Expert Systems Join the Navy: Artificial Intelligence Is Applied to Procurement*. Industrial Engineer (Norcross, Ga.). Vol. 22. Norcross: Institute of Industrial and Systems Engineers (IISE), 1990.  
[https://onsearch.library.northeastern.edu/permalink/01NEU\\_INST/87npqb/cdi\\_proquest\\_reports\\_231401963](https://onsearch.library.northeastern.edu/permalink/01NEU_INST/87npqb/cdi_proquest_reports_231401963).
22. Velazco, E. and Zhang, J. “*Analytic Simulation Analysis of a Queue with Retrials*,” Twenty-First Modeling and Simulation Conference Proceedings, Pittsburgh, PA, May 1990, V21, N1, 282-286.
23. Velazco, Enio. *Queueing Theoretic Approaches for the Analysis and Synthesis of Air Traffic Control Problems*. Doctoral Dissertation, Case Western Reserve University, 1988.

### Book Reviews

1. Velazco, Enio E. “Perturbation Analysis of Discrete Event Dynamics.” *Interfaces (Providence)*. Linthicum: The Institute of Management Sciences and the Operations Research Society of America, 1993.  
[https://onsearch.library.northeastern.edu/permalink/01NEU\\_INST/87npqb/cdi\\_proquest\\_miscellaneous\\_839299705](https://onsearch.library.northeastern.edu/permalink/01NEU_INST/87npqb/cdi_proquest_miscellaneous_839299705).
2. Velazco, Enio E. “Gradient Estimation via Perturbation Analysis.” *Interfaces (Providence)*. Linthicum: Institute for Operations Research and the Management Sciences, 1993.  
[https://onsearch.library.northeastern.edu/permalink/01NEU\\_INST/87npqb/cdi\\_proquest\\_journals\\_217117591](https://onsearch.library.northeastern.edu/permalink/01NEU_INST/87npqb/cdi_proquest_journals_217117591).
3. Velazco, Enio E. “Simulation of Manufacturing Systems.” *Interfaces (Providence)*. The Institute of Management Sciences and the Operations Research Society of America, 1990.  
[https://onsearch.library.northeastern.edu/permalink/01NEU\\_INST/87npqb/cdi\\_jstor\\_primary\\_25061359](https://onsearch.library.northeastern.edu/permalink/01NEU_INST/87npqb/cdi_jstor_primary_25061359).
4. Velazco, Enio E. “Zero Quality Control: Source Inspection and the Poka-Yoke System.” *Interfaces (Providence)*. The Institute of Management Sciences and the Operations Research Society of America, 1989.  
[https://onsearch.library.northeastern.edu/permalink/01NEU\\_INST/87npqb/cdi\\_jstor\\_primary\\_25061257](https://onsearch.library.northeastern.edu/permalink/01NEU_INST/87npqb/cdi_jstor_primary_25061257).
5. Velazco, Enio E. “Taguchi Methods: Applications in World Industry.” *Interfaces (Providence)*. The Institute of Management Sciences and the Operations Research Society of America, 1991.  
[https://onsearch.library.northeastern.edu/permalink/01NEU\\_INST/87npqb/cdi\\_proquest\\_miscellaneous\\_37163983](https://onsearch.library.northeastern.edu/permalink/01NEU_INST/87npqb/cdi_proquest_miscellaneous_37163983).

### SELECTED PRESENTATIONS

ψ Signifies a webinar

- “Developing an Effective Global Supply Chain Strategy: A Structured Approach,” POMS Annual Conference, Minneapolis, MN, April 25-29, 2024.
- “Digital Supply Networks: Transforming Supply Chains,” Northeastern University, Boston, MA, April 4, 2023.
- “The Employee Experiences that Matters Now,” with Adams, B., SHRM Talent Conference & Expo, Las Vegas, NV, August 23, 2021.

- “Managing the Future Workforce in a Hybrid Environment,” GovLoop Speaker Series<sup>‡</sup>, Washington, DC, February 25, 2021.
- “Enabling Workforce Reskilling and Upskilling Through Reinvented Learning Experience,” Public Sector Network Conference<sup>‡</sup>, Sydney, Australia, February 17, 2021.
- “Now Hiring: Government Modernizes Recruiting,” GovLoop Speaker Series<sup>‡</sup>, Washington, DC, October 1, 2020.
- “Building the Workforce of the Future,” OneHR Conference, Harrisburg, PA, March 4, 2020.
- “HR Challenges in State and Local Governments,” Carahsoft Speaker Series<sup>‡</sup>, December 13, 2018.
- “Performance Management: Trends and Best Practices,” Lockheed Martin, Bethesda, MD, July 31, 2018.
- “Integrated Talent Management and the True Business Value of an Engaged Workforce,” with Santore, L., SAP Federal Summit, Washington, DC, June 28, 2018.
- “Developing a Culture for Digital Transformation,” HRPS Annual Conference, Scottsdale, AZ, April 23, 2018.
- “The Why and How of Creating Engagement in the Public Sector,” NCCIPMA-HR, Sacramento, CA, March 16, 2018.
- “High Performing, Engaged Government Culture: A Mission Impossible?” with Goetz, L., SAP Innovation Day, Houston, TX, December 5, 2017.
- “Digital Change Solutions at the University of Kentucky,” with Pickerill, A., Educause 2017, Philadelphia, PA, November 2, 2017.
- “The Top 5 Pitfalls of Digital Transformations to Avoid,” with Baker, L., Alliance 17, Las Vegas, NV, March 1, 2017.
- “Rethinking Performance Management,” IPMA-HR, Grand Canyon Chapter, Phoenix, AZ, September 29, 2016.

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## BOARDS & SERVICE TO THE PROFESSION

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**Member,** Supply Chain Concentration Review Committee, DMSB, Northeastern, Boston, MA, 2021 to Present

- Participates in SCM curriculum review, introduces concentration to first-year students on a regular basis, and evaluates potential changes to SCHM 2301 and other specialized courses.

**Director,** National Association of State Personnel Executives, Lexington, KY, 2017 to 2021

- Professional development and resources group for the chief HR leaders of each state of the union.

**Director,** Human Resources Leadership Forum, Westford, MA, 2013 to 2020

- Premier professional association for senior HR leaders in New England boasting over 400 members.

**Director,** International Institute of Boston, Boston, MA, 2003 to 2004

- Philanthropic organization helping refugees and immigrants to realize their dreams and contribute to New England’s growth and prosperity.

**Trustee,** Doctor Franklin Perkins School, Lancaster, MA, 1994 to 1999

- Private school offering specialized education and support services for students in grades 1–12.

**Reviewer,** Interfaces, Providence, RI, 1989 to 1993

- INFORMS Journal on Applied Analytics (formerly Interfaces) – A peer-reviewed journal showcasing real-world case studies on the application of operations research and analytics in business and organizations.

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## BUSINESS EXPERIENCE

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**VP, HR Strategy & Business Transformation,** SAP, Newtown Square, PA, 2014 to 2021

SAP is a German multinational provider of enterprise software for business operations and customer relationship management, with over \$25B in annual revenue, 105,000 employees, and 425,000+ customers across 180 countries.

- Aided CXO’s translate business goals into human capital strategies that create value in today’s digital economy. Provided value analysis to clients aligning HR transformations with SAP capabilities. Supported implementations and enabled value realization with new skilling, talent strategy, leadership development, employee experience, organization design, and change management.

- Generated business cases for numerous clients identifying over \$31M in savings through innovation and operational excellence with digital workforce transformation technologies.
- Partnered on digital transformation projects yielding +175% in ROI. Provided thought leadership through white papers and presentations at internal sales meetings.
- Managed a \$25M client portfolio and partnered with sales teams to build a \$15M pipeline in net-new accounts through strategic relationship development.
- Accelerated demand generation through company-sponsored webcasts and speaking engagements at public HR and business national conferences.

**President, Prism Consulting Partners, Carlisle, MA, 2013 to 2015**

Led consultancy providing organizational development, talent management, leadership development, and executive coaching services to mid-market companies.

- Performed organizational assessment, initiated job shadowing program to strengthen talent pipeline, and redesigned performance management process at Federal Reserve Bank of Boston.
- Redesigned business development process and assisted prospect identification at New Directions.

**VP, Talent Management, Learning & Org. Development, Royal Philips Electronics, Andover, MA, 2011 to 2013**  
Dutch global conglomerate with annual revenue of US \$30B, 200,000 employees, and products spanning the medical device, lighting, domestic appliances, and personal care. Healthcare unit is a \$13B enterprise with 45,000 employees.

- Implemented performance management system across the global enterprise in less than 6 months successfully navigating cultural differences.
- Advised medical device executives on talent and organizational development issues. Led succession planning, performance management, executive coaching, and leadership assessments.
- Directed Philips Healthcare University and Executive Coaching. Leveraged corporate university's multimedia expertise to improve new product introductions and sales effectiveness with online trainings.

**Director, Human Resources Business Partner, Philips Healthcare, Andover, MA, 2009 to 2010**

- Partnered with CEO of Global Supply Chain organization (\$1.8B, 2,500 ee) on creating a high-performing culture.

**Director, Talent Management & Organizational Development, Philips Healthcare, Andover, MA, 2007 to 2010**

- Established and institutionalized a systemic approach to learning and talent development leading to a progressive culture of continuous improvement, talent development mindset, and strengthening of talent pipeline. Established assessment center.
- Designed CEO's succession plan focusing on key experiences. Successor focused on leading a large organizational transformation during depressed market conditions and eventually took on new role after 2.5 years.
- Participated in restructuring effort resulting in 6% cost savings. Identified needed organizational changes and developed management tools to enable smooth implementation and retention of key talent.
- Drove +5% engagement by designing development opportunities using blended learning, tighter individual-team goal alignment, and coaching.

**Director, Organizational Effectiveness, Aptima, Woburn, MA, 2005 to 2007**

Human factors engineering research & development firm servicing the US military and national intelligence communities with offices in Massachusetts and Washington DC; \$150M in revenue and 250 employees.

- General Manager of \$80M, 50-person consultancy division. Integrated three practices into one division and led commercial market penetration. Direct report to CEO. Directed workforce planning and annual salary reviews.
- Met revenue targets and realized 15% operational savings by clarifying value proposition, eliminating redundancies, standardizing project management procedures, and formalizing proposal generation process.
- Collaborated on designing online leadership development modules and simulation-based training programs.



**Senior Director, Leadership & Executive Development**, Blue Cross Blue Shield MA, Boston, MA, 2003 to 2005  
Premier health care insurance company with \$11B in revenue and 5,000 employees.

- Facilitated CEO succession plan; established executive development function creating succession plans for top 120 leaders plus 150 high potentials and realizing \$500K on executive coaching savings.
- Increased effectiveness of operating model and enabled business transformation by redesigning titling and executive compensation and reviewing decision-making guard rails to create right power dynamics.
- Led associate loyalty program resulting in a 5% year-over-year increase in employee engagement levels.

**VP, Learning & Development**, Arthur D. Little, Cambridge, MA, 1999 to 2002

Oldest international management consulting and research firm in the world, with 3,500 employees in 50 countries.

- Developed global learning strategy and managed corporate university with 3 international training centers. After the dot-com bubble burst, consulting services were also provided to external clients across multiple industries.
- Developed strategy to secure an \$ 88M client account with the federal government to provide consulting and training services for 10,000 employees using e-learning featuring blended format and business simulations.
- Designed successful executive and mid-level development programs for several multinationals.
- Collaborated in post-merger integration activities for global clients comprising work on organizational culture and leadership assessments, executive staffing, benefit plan redesigns, and change management process rollouts.

**Director, Organizational Development & Training**, Nypco, Clinton, MA, 1993 to 1999

\$600M manufacturing multinational with 5,500 employees across 25 sites around the world. Growth strategy built on international M&A activity doubled company size.

- Enabled execution of growth strategy by introducing online training programs, taking part in 5 post-merger integration teams, driving enculturation initiatives, and setting up HR departments in Asia Pacific.
- Developed competency framework for leaders in company's unique board management system and, designed executive and leadership development programs.
- Managed high-potential development program including internal talent identification, college recruitment, rotational program assignments, mentoring, and first-line-manager coaching.

## PROFESSIONAL DEVELOPMENT

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ω Signifies an online program

### Selected Conferences & Workshops

- Reuters, Technical Logistics in 2026 - Designing Resilient Networks for Cost and Service<sup>ω</sup>, (June 18, 2026).
- Northeastern, 2026 Conference for Advancing Evidence-based Learning<sup>ω</sup>, (April 30, 2026).
- CATLR, Northeastern, Educator Exchange: Flipped Learning Strategies for the AI Era<sup>ω</sup>, (April 9, 2026).
- CATLR's Having the (AI) Talk<sup>ω</sup> (September 8, 2025), enabling me to earn the DMSB's *Teaching with AI in Business Education* digital batch.
- Harvard's Building Your AI Teaching Toolkit (August 21, 2025), strengthening AI-driven teaching practices.
- SCIM AI Teaching Workshop<sup>ω</sup> (April 17, 2025), where I explored the integration of AI tools into pedagogy.
- Faculty Supporting Student Mental Health Workshop (March 12, 2025), focused on student well-being.
- MIT 17<sup>th</sup> Annual SCALE Expo Network, Boston, MA (January 23, 2025).
- CATLR's Conference for Advancing Evidence-Based Learning<sup>ω</sup> (April 30, 2024), which provided insights into transformational teaching practices.
- anyLogistix Simulation Training Workshop<sup>ω</sup> (June 2024), which expanded my technical toolkit for teaching supply chain analytics.
- 34<sup>th</sup> POMS Annual Conference: A Better, Smarter and Disruptive World with POM, Minneapolis, MN, April 25-29, 2024.



- MIT 16<sup>th</sup> Annual SCALE Expo Network, Boston, MA (January 25, 2024).
- Harvard’s “Will AI Replace the Educator?” Seminar<sup>o</sup> (August 2023).
- CATLR’s ChatGPT Workshop<sup>o</sup>, Northeastern, Boston, MA (June 2023).
- Succession Planning and Leadership Development, Human Resource Planning Society (HRPS), Cambridge, MA, May 2-3, 2005.
- Talent Management Strategies Conference: Managing Your Talent Portfolio for Maximum Return, The Conference Board, New York, NY, March 15-16, 2005.
- How to Develop and Implement a Succession Management Plan, Shared Services & Outsourcing Network (SSON), Atlanta, GA, September 22, 2003.

### **Selected Professional Certifications**

- Integral Coaching, New Ventures West, San Francisco, CA, October 21, 2010.
- Executive Coaching, Wharton Business School, Philadelphia, PA, February 4, 2005.

### **Select Leadership & Executive Development Programs**

- Leadership at the Peak, Center for Creative Leadership, Colorado Springs, CO, September 8-12, 1997.
- Leading for Organizational Impact, Center for Creative Leadership, Greensboro, NC, June 18-22, 1994.
- Leadership Development Program, Center for Creative Leadership, Greensboro, NC, March 14-18, 1994.
- Fellow, Harvard Business School, Boston, MA, 1992; participated in Operations Management faculty sessions and completed the Manufacturing in Corporate Strategy executive program.

### **Select Training & Development Tools Certifications**

- Organizational Culture Inventory (OCI), Human Synergistics, Mount Prospect, IL, September 20, 2012.
- Organizational Effectiveness Inventory (OEI), Human Synergistics, Mount Prospect, IL, August 15, 2012.
- Lifestyles Inventory (LSI), Human Synergistics, Mount Prospect, IL, September 14, 2011.
- Change Style Indicator (CSI), Discovery Learning Int., Greensboro, NC, August 21, 2007.
- Leadership Effectiveness Analysis (LEA), Management Research Group, Portland, ME, August 26, 2004.
- Voices 360-degree Feedback Instrument, Lominger, (Korn Ferry), Minneapolis, MN, May 14, 2003.
- Situational Leadership II (SLII), Ken Blanchard, Escondido, CA, March 22, 2000.
- Myers-Briggs Type Indicator (MBTI), CCP Inc., Sunnyvale, CA, April 21, 1995.
- Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B), CPP Inc., Sunnyvale, CA, April 21, 1995.
- Benchmarks Instrument Professional, Center for Creative Leadership, Greensboro, NC, March 18, 1994.

## **ASSOCIATIONS & MEMBERSHIPS**

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- Production & Operations Management Society (POMS), Miami, FL.
- Council of Supply Chain Management Professionals (CSCMP), Lombard, IL.
- Senior Human Resources Network (SHRN), Westborough, MA.
- Society for Human Resource Management (SHRM), Washington, DC.