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SUMMARY

Diversity HR Professional with global experience, skilled at understanding clients' business strategy. Able to develop, deploy and manage end-to-end programs and integrate innovative initiatives. Interested in diversity's value proposition to drive innovation, and inclusion that boosts bottom line. Highly effective in partnering with influencers and stakeholders to achieve organizational goals. Analytical with exceptional interpersonal and written communications skills. Expertise include:

- Diversity and Inclusion
- Client relations & partnership
- Corporate citizenship integration
- Marketing & communications
- University relations Industry liaison
- HR strategy
- Strategic workforce planning
- Program & project management

PROFESSIONAL EXPERIENCE

IBM LEADing to Africa Global University Manager – Skills Initiatives **2013 – 2014**

- Define, **Develop**, Drive, and market day-to-day program activities for 300 IBM interns for **MEA** so as to be familiar with the IBM ecosystem - organization, work style, culture and global reach.
- Essential to **MEA** talent development and skills gap goals.
- Supported open collaborative research with **MEA** university faculty aligned with the ecosystems.
- Designed new partnership models aligned IBM, universities and regional innovation ecosystems.

IBM Corporate Citizenship Corporate Affairs Program Manager RTP, NC **2010- 2013**

- Hosted University **influencers** to educate them on IBM philanthropy and “**skills for the future**”.
- Developed and drove global communication **branding strategy** for **Corporate Service Corps**.
- Established, maintained and grew **relationship** with non profits, community and education partners.
- Strengthen IBM's community, **outreach**, media relations and public perception in NC and **globally**.
- **THINK40 Professional Development Learning** – Focal/Ambassador for – USA.
- Partner with NCSU, **IBM Academic Initiatives** to create the **1st VCL Pilot in African Universities**.
- Built and managed relations with **executive sponsors**, stakeholders and **HR** for site events.
- Managed **discretionary** and **operations budgets** with keen IBM **audit compliance** processes.
- **Government Relations** manager served as the public face of IBM to **advance** corporate leadership.
- IBM **Centennial** Program Manager for RTP site **100** counties service projects manager.
- Matching grant automation manager – Create **ASCA certified program - Smarter Planet**.
- **ECCC Campaign** Manager NC campaign successfully attained **over 106%** of goal for 3 years.

IBM HR - Diversity Recruiting Manager RTP, NC **2007 - 2009**

- Established and grew executive relationship with diversity sourcing partners, **GEM, INROADS, NACME, AISES**. **Leading brand** campaign pitch of “**employer of choice**”.
- Implemented IBM's **Brand diversity strategy** for **Hispanics, Mature Workers, GLBT, Veterans**.
- Enhanced IBM's brand at **target universities, FIU, FAMU, UPRM, TSU, NCA&T** - measured ROI.
- **Aligned diversity** and inclusion initiatives with all Business Units in NA.
- Improved **diverse talent** placement rate to **100%** from 80% and conversion rate to **65%** from 55%.

- Developed and maintained relationships with **deans, career directors**, faculty and students.
- Managed recruitment operational budget and logistics for national career fairs and conferences.

IBM Corporate Service Corps - Emerging Market Africa – Tanzania 1 **2008**

- Corporate Social Responsibility special assignment with nine **global multicultural** teams.
- Connected IBM's Open Source market footprint with **Sub Saharan Universities** and Makocha.

IBM GTS Diversity Operations & People Manager – Marketing & Development RTP,NC. **2001-2007**

- Created **1st IBM Global Village** initiative lunch and learn and awareness.
- Supported Six line managers drive, execute operational and financial integrity and goals.
- Improved function's **diversity** audit posture to **100%** from 85% focus on **EO goals**, facilitated initiatives to **close gaps** with additional developmental or **good faith activities**.
- Managed and controlled set departmental expenditures within plan (ASP).
- Effectively **managed groups** of five to twenty-five local and global employees.
- Managed **succession plans** performance management, mobility plan, expense policies.

IBM GTS People Manager Call Center & New Business Offering RTP, NC. **1999-2001**

- **Won \$10M 5 year contract** as a results of being one of the technical advisors.
- Managed call center with thirty-five multicultural employees supporting HW & SW products.
- Developed employees in the attainment of service revenue objectives.
- Marketed center's technical competencies with internal and external clients to gain new business.

IBM Business Analyst Strategic Outsourcing RTP, NC. **1996-2001**

- Provided business performance analytics for 32 commercial accounts.
- Presented standard, ad-hoc scorecards for **executive review** packages for strategy and objectives.

EDUCATION

MBA Strayer University – NC. Cum Laude 3.95CUM/GPA	2007
UNC Keenan Flagler - Executive Management	2010
Executive Women Leadership Center for Creative Leadership, NC	2010
Project Management George Washington University	2000
BS - Computer Information programming - National College, MN.	1986

TECHNICAL & TRAINING SKILLS

WATSON Ambassador, VCL, IBM Bluemix, BRIO, HRIS, HRWI, Lotus Notes Suite, MS Office Suite, COBOL, Fortran, DB2, SAN, Business Analytics, NAS

AFFILIATIONS

VCL - University Cloud Computing office hours best practice member – IBM Cloud Academy
NC State University SCIENCE HOUSE – Board member - STEM Outreach programs
Global Network School Board - Wake County Public Schools

Awards

First IBM Diversity and Inclusion Manager Award - RTP Site
US Presidents Bush, Obama volunteer awards
City of Raleigh Citizens Citation Community Leader Award
Dare to Make a Difference Award – DIASPORA

LANGUAGES

Fluent in **English, Italian, Tigrigna, Amharic, slight Spanish**