

Patricia A. Sullivan, Ph.D. Leader, Educator, T&D, HR

MS, SPHR, SHRM-SCP

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As a proven leader with over 20 years' experience in HR: Talent Development, Performance Management, Engagement, leading high performing work teams, I sculpt leaders and workplace cultures that drive business performance, efficient work systems and continuous improvement initiatives. As a coach, I work with leaders one-on-one to help develop optimal potential. As consultant, I help to create cultures and programs that build engagement. As educator, I design, develop and facilitate business courses that are interactive and promote deep learning for graduate and continuing education programs.

Education

University of South Florida

PhD, Curriculum and Instruction, Adult Education. Research: *The Relationship of Self-Awareness to Leadership Effectiveness for Experienced Leaders*. 18 credit graduate hours in business administration, human resources, adult education

Temple University

MS, BBA, Business; OD & Human Resources

Courses Designed & Facilitated

University Courses: HR Analytics (American University, HRAM on-line graduate program), Strategic HR Management (Villanova University HRD on-line graduate program), Introduction to HR Management (Villanova University HRD on-line graduate program), Mastering Communications at Work (Arcadia University on-line Business Administration program), Emotional Intelligence for Performance (Arcadia University on-line Business Administration program), Training and Development (Villanova PHR/SPHR on-line prep course), Strategic Management (Villanova PHR/SPHR on-line prep course)

Corporate Courses: Coaching for Performance Excellence (6-month course; 30 CEUs); Speed of Trust™ (Covey); Mastering Leadership (1 year); HR/Regulatory Compliance; Active Listening; Team Development & Success; VOMP (Conflict Resolution); Emotional Intelligence; PHR/SPHR Prep Course (12 weeks); The Self-Aware Leader; Exemplary Leadership Practices

Lectures & Presentations

"Emotional Intelligence: Know Yourself/Manage Yourself" (*University of Virginia*, 2014-2016); "The Why of Wellness: A Competitive Strategic Advantage" (HR Tampa, 2016); "Educate, Engage, Empower and Elevate your Leaders" (Tampa Bay Assoc. for Financial Professionals, 2015); "The Job Analysis – Foundations for Alignment" (*University of Tampa*, 2014); "Leadership: Talent for Future" (*University of Tampa*, 2016); "Knowledge Sharing: The Learning Culture for Today's Workplace" (ATD, 2015; AIMCAL, 2016); "The Value-Add of Trust; HR Coaching for Performance Excellence; Emotional Intelligence" (various clients, 2008-2013)

Faculty Experience

Villanova University

Adjunct Professor & Instructional Designer

2001-Present

- Teach graduate-level and professional courses (HR, Organizational Effectiveness, PHR/SPHR)
- Design online courses: Introduction to HR, Strategic Management, Emotional Intelligence, T&D

Management/Leadership Experience

Patricia A. Sullivan, PhD, Consulting

HR Consultant, Trainer & Leadership Coach

2008–Present

Supports small- and mid-size organizations and individuals in their effort to develop exemplary leaders and increase profits.

- **Create online training programs** for universities and corporations; E.g. Emotional Intelligence & Dynamic Workplace Communication
- **Implement Culture Change** initiatives/programs to enhance employee engagement, wellness, commitment
- **Design, Developed Implement Training Programs** for new hires, high potentials, and leaders/managers.

- **Co-create Communication Strategies** by guiding individuals and small businesses relationship management, resulting in enhanced interactions with customers, vendors and employees
- **Wrote, facilitate 6-month Coaching for Performance Excellence** training workshop for leaders
- **Transform departments and individual performance** through systematic coaching as a Certified Leadership Coach: executives, board members, new hires and high-potential employees
- **Enhance leadership teams** through active learning and adult development training techniques
- **Execute succession planning** to solve for an aging workforce and low attrition through knowledge management and team learning initiatives
- **Audit HR Functions** to ensure legal compliance and program effectiveness

Dunmore Corporation
Director, HR/OD

1/2013–12/2016

Executive that led HR, OD and EH&S teams that continuously delivered positive results for mid-sized, ISO manufacturer that operated internationally by championing a culture of personal mastery, team learning, process improvement and risk mitigation.

- **Led Change-Management initiatives** to drive business results in business administration and operational excellence practices: data driven/evidence based recruiting, **on-boarding, career planning, performance management**
- **Implemented culture shift company-wide** utilizing **Learning Organization methods**, championing shared vision and values, personal mastery, team learning, and systems-thinking strategies
- **Trained and supported managers** to align reviews with company's core values, successfully transitioning high-potential employees into effective leadership roles.
- **Created online forum for employee learning** for blended learning and program management of onboarding, career management, and leadership development
- **Spearheaded full-cycle leadership development program** (training, coaching, mentoring, feedback) and new hire competency training programs
- **Drove consulting and coaching practices** for enhanced accountability and engagement at all levels. Modeled the way, but consulting and coaching in role, but also designed/developed courses for other leaders
- **Created first-ever Wellness Program** to support stress management, nutrition and lifestyle changes by organizing team challenges and quarterly campaigns that consistently garnered 60% participation

TOLAS Healthcare Packaging

Director of OD and Human Resources

2001–2007

Director of Human Resources

1997–2001

Served on executive team at high-tech, regulated manufacturing organization, creating high performance with OD, HR and lean practices, and doubling sales and profits in less than 7 years.

- **Contributed to unprecedented growth and customer loyalty** based on culture of continuous improvement and lean/operational excellence
- **Established total compensation philosophy and processes** that supported internal equity and external competitiveness; managed executive, sales and employee incentive plans
- **Assembled self-directed work teams** that delivered improved productivity, quality and safety KPIs
- **Organized and facilitated strategic planning meetings** utilizing SWOT, competitive analysis and risk analysis
- **Created training and development program** revered in industry that supported ISO and FDA
- **Instituted conflict resolution process** to minimize risk, improve engagement; raised job satisfaction 63% to 80%
- **Piloted recruitment overhaul**, initiating best practices resulting in 68% to 88% hiring success

Board Positions & Memberships

Board of Directors; Chair of Education/Certification (HR Tampa, SHRM Chapter, 2009-2014); Society for Human Resource Management (1998-present); American Society for Training & Development (2013-present)

Assessments Offered and Technical Experience

Conflict Dynamics Profile®, Leadership Practices Inventory®, Emotional and Social Competencies Index®; Articulate; Halogen Performance & Talent Management; Elluminate; Captivate; Sage ABRA HRIS; Adobe eLearning; Brand Integrity Engagement; Blackboard; Microsoft Office