

PROFESSIONAL EXPERIENCE

Matway Overton Design, LLC, Jacksonville FL (2017 - 2018)

Influencing diversity of thought through people, processes, technology, and design, resulting in process efficiencies and organizational alignment with business strategy.

Areas of Expertise:

- Diversity/Inclusion Programs
- Talent Development
- Strategy & Tactical Planning
- Global Cultural Acumen
- Organizational Capability
- Learning Programs
- Professional/Advisory Services & Consulting
- Business Performance/P&L Management
- Employee Relationships
- Team Dynamics
- Communications/Engagement
- Change Management

CSX Transportation, Inc., Jacksonville FL (2017 - 2018)

Manager, Organizational Development and Diversity/Inclusion - Set strategy for, design, and deliver organizational capability initiatives (team dynamics, process efficiencies, change management), diversity and inclusion initiatives (analytics, strategy, learning programs, networks/resource groups, external relationships), and enterprise-wide engagement/communications.

Chevron Corporation, Houston TX (2005 - 2016)

Key Positions:

- Manager, Global Talent Development (2012 - 2016)
- Manager, Talent Development (2010 - 2012)
- Capability Consultant, Global Marketing (2008 - 2009)
- Manager, North America Products (2005 - 2008)

Set strategy for and implemented successful global process improvement and organizational development initiatives for diverse audiences (retail, business development, engineering, technical), enterprise-wide. Areas of focus included: needs assessments; assessment tools and methodologies; solution strategy, design, and implementation; training development and delivery; stakeholder engagement; vendor management; strategic staffing; succession planning; business alignment; measures of success.

Independent Consultant, Palm Beach FL (2001–2005)

Advisory services to small- to mid-sized businesses.

EDUCATION & CERTIFICATIONS

- Bachelor of Arts, Washington & Jefferson College, Washington, PA
- Influential Leader, Chevron
- Strategist Certification, Human Capital Institute
- Strategic Workforce Planning Certification, Human Capital Institute
- Capital Stewardship Organizational Capability Supreme Certification, Chevron
- Negotiations Training Certification

INDUSTRY ASSOCIATIONS

- Board of Directors, Jacksonville Women's Leadership Forum
- Diversity Networks/Employee Resource Groups (ERGs) Leader, CSX
- Association for Talent Development, national and local chapters
- Human Capital Executive Research Board Member, *Talent Management Magazine*
- Learning Elite Judge – *Chief Learning Office Magazine*
- American Productivity & Quality Center (apqc) – Conference Presenter
- Women's Network, Chevron – Past Executive Committee Member
- Recognition & Award Committee, Chevron – Past Member

SELECTED ACHIEVEMENTS

- Lead influencer across global enterprise, driving business process alignment to increase profitability.
- Over 50% increase of planned deliverables globally in 2015.
- Over 25% volume growth in usage of engagement tools for career development.
- Managed projects and teams within budget and 100% cost recover.
- Managed vendor relations, including contract negotiations, ongoing relationships, and renewals.
- Leader of talent acquisition and development initiatives for diverse organizations.
- Regular presenter at internal and external conferences and forums.

SELECTED AWARDS AND RECOGNITIONS

- Recognized \$250,000+ annual cost savings through cross-functional engagements and knowledge sharing enterprise-wide.
- One of ten Women's Network invitees to meet with Chevron's CEO to discuss diversity.
- President's Award (2009) for outstanding performance in a global strategy initiative aimed at streamlining processes, reducing supply costs, and prioritizing activities based on business unit need.
- International Marketing Fellowship (2007) -- one of only 45 participants selected worldwide from the global marketing organization to participate.

SELECTED ENDORSEMENTS

"Lisa has provided significant leadership in the area of organizational capability for the Business & Commercial Function. For example, she has taken a leadership role in the development and delivery of training classes which have been well received. She works almost completely independent and with very little supervision and has progressed many initiatives on her own. Lisa interfaces with operating companies and corporate departments at all levels on behalf of the Function. She is highly respected by her peers and Commercial & Negotiations team members. She demonstrates a high degree of confidence in her presentations and discussions and has brought a pragmatic approach to a difficult subject.

- Don Kern, Chevron Corporate Business Development General Manager Commercial & Negotiations

"Lisa's professionalism and knowledge are high which is exemplified by the amount of time and collaboration she receives from Subject Matter Experts/General Managers and Executives. She has the respect of the entire function and Corporate Business Development organization."

- Jeff Maeda, Chevron Corporate Business Development General Manager Organizational Capabilities

"...Each and every project expanded, redefined and improved through her leadership and skills."

- Kristin Gunter, Chevron Workforce Development Manager

"...successful management of a high maintenance team in a challenging work environment... managed a scope of work beyond her peers... superior leadership skills..."

- Ken Anderson, Chevron Senior Coordinator; Retail Programs