

Curtis L. Odom, Ed.D.

Professional Summary

Curtis Odom is an Associate Professor of Management and Organizational Development at Northeastern University in Boston, a Senior Member of the Forbes Coaches Council, and a Harvard Business Review Advisory Council member. Curtis is an entrepreneur, business owner, best-selling author, ICF professional certified coach, and former Fortune 100 executive who teaches, consults, and coaches from his experience of getting results.

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

Industry Certification

2024	Certified Change Management Professional (CCMP) Association of Change Management Professionals The CCMP™ is a globally recognized credential established by ACMP for professionals to demonstrate their commitment to leading the way change works.
2023	Professional Certified Coach (PCC) International Coaching Federation An ICF Credential is a professional certification indicating that the person has met specific standards and requirements designed to develop and refine their coaching skills.

Academic Career Experience

2022 – Present	Associate Teaching Professor Global Talent Management (MBA/Graduate Level) Management Consulting In Organizations (Undergraduate Level) D'Amore-McKim School of Business, Northeastern University
2018 – 2022	Assistant Teaching Professor Organizational Behavior (MBA/Graduate Level) Management Consulting In Organizations (Undergraduate Level) D'Amore-McKim School of Business, Northeastern University
2015 – 2018	Visiting Lecturer Organizational Behavior (Undergraduate and Graduate Level) D'Amore-McKim School of Business, Northeastern University

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Industry Experience

- 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 to deliver increasing value in the future.
- 2011 – 2016 **Senior Faculty Partner @ Human Capital Institute**
HCI Faculty members include senior executives, 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 designing and implementing critical processes for 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, I developed solutions to leverage internal and external resources to deliver the solutions.
- 2005 – 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.

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- 2004 – 2005 **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 a yearly cost efficiency of \$700k in outsourcing costs.
- 2003 – 2004 **Senior L&D Consultant, Invensys University @ Invensys, PLC**
Initiated and managed employee development services and developed learning systems aligned with organizational change initiatives, organic growth, and cultural development. Resourced and developed strong learning consultative partnerships with clients and senior leadership, resulting in a best practices system to serve clients better and enhance customer service philosophy and related service quality.
- 2000 – 2003 **Practice Leader, Talent Strategy @ Provident Technical Solutions**
Executive responsibility for identifying organizational effectiveness issues and making recommendations in 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 operate, maintain, test, troubleshoot, and repair RADAR, computers, networks, data display systems, and integrated weapons system components. The AEGIS Weapon System provides air and sea missile defense while forward deployed.

Professional Recognitions and Awards

- Management Consulting Firm of The Year (USA), Corporate LiveWire, June 2024
- Management Consulting Firm of The Year (USA), Corporate LiveWire, June 2023
- Management Consulting Firm of The Year (USA), Corporate LiveWire, June 2020
- Best Teacher Of The Year Finalist, D'Amore-McKim School Of Business, May 2020
- Best Teacher Of The Year Finalist, D'Amore-McKim School Of Business, May 2019
- Post-Merger Integration Advisor of The Year (USA), Corporate LiveWire, June 2019
- Post-Merger Integration Advisor of The Year (USA), Corporate LiveWire, June 2018
- Best Teacher Of The Year Finalist, D'Amore-McKim School Of Business, May 2018
- Post-Merger Integration Advisor of The Year (USA), Corporate LiveWire, June 2017
- Management Consulting Firm of The Year (USA), Corporate LiveWire, June 2017
- Post-Merger Integration Advisor of The Year (USA), Corporate LiveWire, June 2016
- University Outstanding Alumni of the Year, Strayer University, Washington, DC, 2011
- Boston "40 Under 40" Honoree, Boston Business Journal, Boston, Massachusetts, 2010

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Professional Memberships and Affiliations

- Harvard Business Review – Advisory Council
- Forbes Coaches Council – Senior Council Member
- The Conference Board – Distinguished Principal Research Fellow
- 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
- Zeta Psi Fraternity
- Grand Lodge of Ancient Free and Accepted Masons of Massachusetts

Industry Certifications

- Change Management Professional (CCMP) – Association of Change Management Professionals
- Professional Coach (PCC) – International Coaching Federation
- 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

Community Service and Civic Involvement

MassChallenge

Mentor Expert

Jan 2021 – Present

MassChallenge is a global network for innovators. We equip bold entrepreneurs to disrupt the status quo and create meaningful change. With more than a decade of experience, our proven methodology accelerates the innovation potential of high-growth businesses and startups as they address some of the biggest challenges across industries, impacting how we live, work, and play. MC Experts help select which promising startups enter the accelerator by participating in virtual or in-person judging rounds; they provide formal training, workshops, or info sessions on specific areas of expertise during the accelerator. MC Experts also work with startups through individualized advising, office hours (in-person or virtual), and tailored events throughout the accelerator.

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Entrepreneurship for All (EforAll) Accelerator Mentor Jun 2020 – Present

EforAll is an innovative nonprofit that partners with communities nationwide to help under-represented individuals successfully start and grow their businesses through its unique combination of immersive business training, mentorship, and an extensive support network. We do this by utilizing a proven approach, our accelerator program, which includes immersive business training and a comprehensive professional support network.

Venture Café New England Pitch Competition Judge Jun 2020 – Present

The Venture Café New England is a tax-exempt 501(c)(3) non-profit that aims to enhance and accelerate innovation in Greater Boston. Our mission is to broaden, connect, and support the innovation community through a public network of spaces and programs that help anyone with an idea succeed. We aim to connect New England-based individuals, communities, and organizations into one tightly woven, successful innovation network.

Conference 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

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Published Industry Books

- Odom, C. L. (April 2021). *Things I Heard My Professor Say: Insights From My Favorite Business School Class*. Jacksonville, Florida: Booknology / Adducent, Inc. Publisher
 - In the following pages, you will find over two decades of professional insights, lessons learned, and personal experiences as captured by a student in my class who gave me the greatest gift of my career: a transcript of me putting my entire career's worth of context into the content of academic lectures taught over a fall semester in a college classroom.
- 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
 - In the following pages, you will find over two decades of professional insights, lessons learned, and personal experiences as captured by a student in my class who gave me the greatest gift of my career: a transcript of me putting my entire career's worth of context into the content of academic lectures taught over a fall semester in a college classroom.
- 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 genuinely welcomes, appreciates, and values employees for their contributions. Readers learn how to attract, engage, and retain the top talent needed to get tangible business results in multigenerational organizations.
- Odom, C. L. (March 2013). *Generation X Approved: Top 20 Keys to Effective Leadership*. Jacksonville, Florida: Booknology / Adducent, Inc. Publisher
 - Identifies twenty specific keys for the reader to help them become the type of leader their company or organization needs today and in the future. These keys 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
 - This published work examines workplace culture in which three generations work side by side. It contributes to the literature on generational diversity by highlighting the nexus where talent management intersects generational diversity.

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Published Industry Articles (Editor Refereed)

OCTOBER 2024

[3 Reasons To Say Yes For Career Success](#)

Nothing indicates leadership skills more than being both a problem spotter and a problem solver.

AUGUST 2024

[Your Relationship With Your Boss Matters](#)

Your boss can be either your best advocate or your worst naysayer. The choice is yours.

JULY 2024

[Be Your Own Career Coach: Navigating A Transition In Three Steps](#)

Owning your career strategy is the first step to transitioning into a new role.

OCTOBER 2023

[Leading With Workplace Psychological Safety: Tips For Managers](#)

There are a few recommendations for organizations to support their managers in being an ally and advocate for employee well-being

JUNE 2023

[Equipping Leaders And Employees For Successful Sponsorship](#)

Sponsorship: It is the word of the moment. People ask how to be a sponsor, find a sponsor, or what a sponsor is.

MAY 2023

[Connecting Purpose And Values Can Help Companies Retain Talent](#)

When aligned between its purpose and values, a company has a better chance to keep its best employees on board.

MARCH 2023

[The Road Map To Organizational Resilience](#)

With the constant need to stay competitive in the marketplace, businesses must focus on their resilience.

JANUARY 2023

[Coaching Those Interested In Becoming Executive Coaches](#)

For those interested in becoming a coach for professional development, coaching can be a challenging and rewarding career that allows individuals to learn and grow continuously.

MARCH 2022

[Reshaping The Employee Experience](#)

How can leaders and organizations recreate their talent strategy and redefine the meaning of work to enhance their employee experience while maintaining or increasing productivity?

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JANUARY 2022

[Upskilling And Reskilling To Future-Proof Your Organization](#)

Organizations can take a targeted inventory of the skills needed in the present and the future to think about whether to use upskilling or reskilling to develop their talent.

DECEMBER 2021

[Become A More Inclusive Leader To Promote Office Social Equity](#)

Here are four ways to expand your support and resources to promote social equity at work.

NOVEMBER 2021

[The New ROI Of The Pandemic Workforce](#)

Here are three trends redefining ROI as a return on individuals over investment.

JUNE 2021

[How To Achieve Dynamic Leadership In 'The New Next'](#)

Lately, a lot of discussions around leadership have turned toward dynamic leadership. Dynamic refers to a process or system characterized by constant change, activity, or progress.

MAY 2021

[How Employee Emotional Well-Being Impacts Job Satisfaction](#)

Employee emotional well-being is a discussion topic that gained prominence during the pandemic, and we expect this area of focus to remain strong post-pandemic.

APRIL 2021

[A Pandemic End To A Sad Excuse: When Finding Diverse Talent Went Virtual](#)

Many people who have faced roadblocks in joining the job market find that the current environment delivers exciting options for their professional future.

MARCH 2021

[Today's Leaders Are In Deep Shift: The Digital Transformation Of Our Work-Life](#)

Many leaders are experiencing a profound shift because they did not anticipate that the digital transformation of their work lives would also require the transformation of their personal lives.

FEBRUARY 2021

[14 Signs That Tell Owners It's Time To Pivot Their Business](#)

For most business owners, there comes a time when you have to shift from what you've always done and try something new to keep your business growing.

FEBRUARY 2021

[Is Corporate Culture Among The Collateral Damage Of The Pandemic?](#)

Maybe the previous definition of corporate culture has been exposed, and we can finally see what it has been all along—a hindrance to making actual progress, getting tangible results, and having a corporate culture of inclusion.

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FEBRUARY 2021

[Nine Ways To Tell If A Coaching Engagement Is Over](#)

A person who overstays their welcome is the most frustrating. The same can be said for coaches. A coaching engagement goal should be defined early on and revised as clients attain their potential.

FEBRUARY 2021

[Onboarding A New Employee? 15 Tips To Make The Process More Efficient](#)

After weeks or months of searching and interviewing, you finally found the perfect candidates to fill specific roles at your company. You made the offer, and they've accepted.

JANUARY 2021

[14 Ways To Prepare For How Gen Z Will Impact The Workforce](#)

The oldest members of Generation Z, born in the mid-to-late 1990s, have begun to enter the full-time workforce. As more "Zoomers" (as they are colloquially known) graduate and find jobs, they'll bring their tech savvy, deep knowledge of digital media, and passion for social causes to their chosen industries.

JANUARY 2021

[Harnessing The Inclusion Imperative](#)

What does it look like when an organization harnesses its inclusion imperative?

DECEMBER 2020

[15 Ways For Business Leaders To Be Accountable For Bad Decisions](#)

A business leader makes numerous daily choices, knowing that one wrong decision can change outcomes for themselves and their team or company.

DECEMBER 2020

[Kick Your Career Into Gear In 2021 With A Three-Year Action Plan](#)

Like chess, your next (career) move should set you up for your next two moves.

NOVEMBER 2020

[14 Ways To Scale Culture With A Growing Distributed Team](#)

As remote work becomes the new typical, many employers are scratching their heads, trying to figure out how to keep scaling their company culture with a distributed team.

NOVEMBER 2020

[How To Deliver The Most Value With A Company Newsletter: 15 Savvy Tips](#)

Beyond sharing news about your company's offerings, current initiatives, and growth plans, opt-in newsletters are also an excellent medium for highlighting your areas of focus and expertise.

NOVEMBER 2020

[Finding Your Team's Power Motive](#)

Do you want to build engagement and excitement in your team? Try tapping into their power motive.

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Published Academic Research Articles (Editor Refereed)

- McAllister, C.P., Odom, C.L. (2023). Job, Career, Purpose. *MIT Sloan Management Review*. Online.
 - <https://sloanreview.mit.edu/article/job-career-or-purpose/>
- Odom, C.L., Franczak, J., McAllister, C.P. (2022). Equity in the Hybrid Office. *MIT Sloan Management Review*. Online.
 - <https://sloanreview.mit.edu/article/equity-in-the-hybrid-office/>
- Odom, C.L., McAllister, C.P. (2021). Why Pivoting People Is A Strategic Priority. *MIT Sloan Management Review*. Online.
 - <https://sloanreview.mit.edu/article/why-pivoting-people-is-a-strategic-priority/>
- Odom, C.L., McAllister, C.P. (2021). Getting Representative Sponsorship Right in Your Organization. *MIT Sloan Management Review*. Online.
 - <https://sloanreview.mit.edu/article/getting-representative-sponsorship-right-in-your-organization/>

Published Academic Case Studies (Editor Refereed)

- 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.

Grant Funded Academic / Industry Research

- Title: Understanding the Emerging Landscape of ESG Human Capital Measures
- Specifics: Six Months Northeastern University Research Funded By The Walmart Foundation

Summary: This qualitative research project created a foundational scan of how key actors approach the emergence of ESG-related human capital measures. The first phase will develop hypotheses and takeaways from a thoughtful review of the existing literature on the topic, including business/trade press, think tank reports, scholarly articles, regulatory publications, etc. The crucial second phase will build on this foundation via interviews, consisting of 15-20 interviews with a wide range of experts, including academics, ESG standards bodies, rating agencies, critical investors, leading employers, think tanks, and job quality experts.

Deliverable: A publicly published report for the benefit of employers, policymakers, and other key stakeholders interested in this topic – with a focus on mapping out how this trend is likely to develop and highlighting the opportunities, barriers, and emerging landscape.