

Dear Hiring Manager,

I am excited to apply for the VP Talent Management, L&D and OD&OE position at Boardwalk Pipelines. With over 20 years of experience in OD/OE, learning and leadership development, assessments, and coaching, I believe I am well-qualified to lead the enterprise-wide talent management strategy and drive organizational effectiveness.

Throughout my career, I have demonstrated a strong track record of success in partnering with executive leadership to diagnose and address development needs, design and deliver impactful learning and development solutions, and drive continuous improvement. My experience in the energy sector, including oil & gas, has equipped me with a deep understanding of the unique challenges and opportunities in this industry.

Specifically, I have a proven ability to:

- Develop and execute scalable talent management strategies aligned with business growth and operational expansion
- Lead enterprise succession planning and build leadership bench strength for critical roles
- Oversee performance management frameworks and partner with HRBPs and operations leaders on workforce planning
- Collaborate with talent acquisition to align talent strategies with long-term capability needs
- Provide coaching and leadership development at all levels to enhance effectiveness, team dynamics, and communication
- Manage coaching, instructional design, and learning vendors
- Lead 360 assessment processes and create development plans for executives and senior leaders
- Establish coaching and mentoring standards for leaders
- Serve as a strategic advisor to the executive team on leadership capability, organizational risks, and talent priorities

In addition to my deep functional expertise, I bring a strong technology orientation and the ability to leverage digital solutions for learning and development. I am also a certified coach with experience in various leadership assessments, including Insights, Hogan Assessment, and Facilitation.

I am excited about the opportunity to join Boardwalk Pipelines and contribute to the continued growth and success of the organization. My passion for developing high-performing teams and driving organizational effectiveness aligns perfectly with the responsibilities of this role.

Thank you for your consideration. I look forward to the opportunity to discuss my qualifications further.

Sincerely,

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