**Expertise**

**Talent Assessment, Coaching, Succession Planning, Performance Management,**

**Leadership Development, English-Japanese Bilingual**  
Talent Management professional with a Master of Science degree – Industrial/Organizational

Psychology – dedicated to creating sustainable organizational results by managing talent.

# Professional Highlights

ATK (Fortune 500 aerospace and defense company), Minneapolis, MN

**Sr. Talent Management Specialist** (11/09 – Present)

Manage talent assessment, internal coaching, leadership development, and performance management programs and support succession planning and high-potential identification.

Independent, Eden Prairie, MN

**Talent Management Consultant** (04/09 – 11/09)

Developed competency-based structured interview questions.

Wilson Learning Worldwide (Global talent management company), Edina, MN

**Talent Management Project Manager** (04/06 – 04/09)

Developed and implemented talent management solutions including competency assessment, leadership and sales effectiveness programs, and program evaluation.

**Project Manager / Liaison to International Offices** (10/00 – 03/06)

Provided content education, localization, and sales support for talent management solutions.

## Talent Assessment / Coaching

* Provide 360-degree feedback coaching to leaders.
* Facilitate an internal 360-degree feedback coach certification program and educate internal coaches.
* Designed a custom 360-degree feedback report and won a company award.
* Developed competency assessment models applied to all organizational levels.

## Succession planning / High Potential Identification

* Developed a 10-item assessment tool to quickly identify high potential individuals and validated the tool by demonstrating statistically significant correlation with Korn/Ferry’s (Lominger’s) CHOICES tool.
* Continuously improve the company-wide succession planning process for the SVP, VP and Director positions.

## Performance Management

* Manage the company-wide performance assessment, calibration, and feedback process.
* Developed technical solutions using SharePoint to improve the efficiency of the process.
* Created a performance assessment form to automatically calculate performance rating distributions.

## Leadership Development / Global Implementation

* Develop, implement, and continuously improve company-wide leadership development programs.
* Manage external vendors.
* Conduct train-the-trainer programs and manage internal facilitator resources.
* Enabled successful global launches of leadership development programs.
* Led global teams for translating and culturally adapting talent management solutions.

# Education

San Diego State University, San Diego, CA

**Master of Science, Industrial/Organizational Psychology**

State University of New York, Stony Brook, NY

**Bachelor of Science, Psychology**

# Certification / Credential

Coaches Training Institute (CTI), San Rafael, CA

**Certified Professional Co-active Coach (CPCC)**

International Coach Federation (ICF), Lexington, KY

**Associate Certified Coach (ACC)**

San Diego State University, San Diego, CA

**Graduate Level Certificate in Educational Technology**

Korn/Ferry (Lominger), Los Angeles, CA

**Leadership Architect 101 certification**

# Languages / International Experience

* Native in Japanese.
* Lived in Japan, Great Britain, Kenya, and the United States.