

Jim Montague

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SUMMARY

Human Resources senior leader recognized for successfully managing change and growth, creating results-oriented Human Resources programs, and driving diversity, equity, and inclusion initiatives.

- **Talent Acquisition and Talent Management** – Led teams managing the sourcing, recruiting, hiring, onboarding and ongoing engagement of staff in organizations with 200 to more than 4,000 employees at MIT, Dana-Farber Cancer Institute and Boston College.
- **Program Management / Project Governance / Change Management** - Facilitated the design or re-alignment of more than 30 leadership teams working on large-scale or enterprise-wide projects in three industries: Financial Services, Healthcare and Higher-Education Advancement.
- **Diversity / Equity / Inclusion (DEI)** – Designed and successfully implemented new processes to increase diversity and decrease the impact of bias in talent acquisition; established 3 new DEI committees; and rolled-out training modules on unconscious bias, microaggressions and intercultural competency in three different institutions.
- **Individual and Team Leadership and Development** - Delivered executive coaching services for more than 100 leaders and managers, utilizing 360 Feedback and other standard assessments (PDI, MBTI Step II, EQ-I, Hogan). One program spanned three years and involved 63 individuals from Director level to C-Suite.

EXPERIENCE

BOSTON COLLEGE

2018 – 2021

Office of University Advancement

Director, Advancement Talent

Designed and implemented a new talent acquisition and talent management strategy in the Office of University Advancement to prepare Boston College for its next multi-billion-dollar comprehensive fundraising campaign.

- Designed and executed pre-campaign talent acquisition plan with an emphasis on increasing diversity in the workforce so that fundraising staff reflect the diversity of Boston College's alumni.
- Significantly decreased the time to fill for vacant exempt-level open positions from more than 90 days to less than 60 days (on average) while meeting the objectives of the divisions 3-year growth plan.
- Eliminated the need to engage external search firms for hard-to-fill senior level roles by managing executive searches internally, saving more than \$150K annually.
- Established and led the division Diversity, Inclusion and Belonging Advisory Council (DIBAC); presented monthly forums to promote better understanding of the racial justice concerns of Boston College alumni; rolled-out training on unconscious bias and microaggressions.

DANA-FARBER CANCER INSTITUTE (DFCI)

2017 – 2018

Department of Human Resources

Senior Director, Talent, Organization Development, and Inclusion (HR)

Leader of four Human Resources functional areas at the Institute, including **talent acquisition** of all regular and contingent employees; **learning and organizational development**; **workforce development**; and all Institute **diversity, equity, and inclusion** efforts.

- Implemented and managed the 2017 Gallup DFCI Faculty and Staff Engagement Survey for 430 faculty and 4,400 staff across the enterprise. The data gathered informed the development of the Institute's "FY18 People and Culture Goals".
- Redesigned and rolled-out "Mastering the Leadership Challenge", the Institute's professional development program for senior leadership, to more than 150 participants.

- Served as the Institute's principal liaison with DFCI's four Employee Resource Groups (ERGs) and the Cultural Observances Committee and guided these to closer alignment with institute strategic objectives.
- Supervised three Director level managers (Director, Talent Acquisition; Director, Workforce Development; Director, Visas, and International Staff Support) and three internal consultants. Functional leader of 35 FTEs.

MASSACHUSETTS INSTITUTE OF TECHNOLOGY (MIT)**2013 - 2017****OFFICE OF RESOURCE DEVELOPMENT*****Executive Director, Human Resources and Strategic Talent Management (HR/STM)***

Responsible for recruiting premier talent, ensuring their effective onboarding and strategic engagement, and guiding their performance and professional development in preparation for MIT's multi-billion-dollar comprehensive fundraising campaign.

- Designed and implemented a comprehensive talent acquisition and talent management strategy; doubled the size of the division in less than 3 years (150 to 300+ staff).
- Facilitated all senior leadership transitions within the division and drove associated organizational change management.
- Implemented a professional development for all managers and supervisors to establish new performance expectations and metrics for all staff. Developed new training and other employee programs to help support staff and frontline fundraisers achieve their goals.
- Implemented an annual talent review process for all division staff to identify all high-performing and high-potential employees.
- Established divisional "Diversity and Inclusion Working Group" in support of MIT's efforts to increase staff diversity and inclusion at MIT.

PARTNERS HEALTHCARE SYSTEM, INC. (PHS) NOW MASS GENERAL BRIGHAM**2004 – 2013****DEPARTMENT OF HUMAN RESOURCES*****Senior Consultant, Corporate Human Resources, Organization Development & Training***

Partnered with PHS corporate and affiliate hospital senior leadership on enterprise, corporate and institution organizational improvement initiatives in a multi-institution, academic, clinical and research healthcare system.

- Delivered executive coaching services, utilizing 360 feedback and other standard assessments for 63 executives in 3 years. Developed leadership and management programs for staff reporting to the executives in partnership with an external vendor.
- Facilitated the design or re-alignment of leadership teams working on large-scale and enterprise-wide projects in clinical, research and administrative areas.
- Led the design and implementation of the Leadership Development Institute (LDI) for PHS Development, the PHS Finance Service Excellence training program, and the New Employee Onboarding program for PHS Finance.

METLIFE & NEW ENGLAND FINANCIAL (SUBSIDIARY OF METLIFE, INC.)**1997 – 2003*****Consultant, Leadership & Organization Development***

Member of a team of 10 professionals responsible for MetLife's organizational effectiveness through leadership development, performance management, succession planning, diversity, executive coaching, mentoring and other strategic initiatives.

Registrar, Corporate Training & Development / Consultant, MetLife Enterprise Learning Services

Maintained company learning management system (LMS) and coordinated all corporate training programs in a subsidiary of MetLife.

BETH ISRAEL DEACONESS MEDICAL CENTER
Administrative Coordinator, Preventive Cardiology Programs
Practice Assistant, Cardiovascular Services

1995 –1997

EDUCATION

Master of Divinity, Saint John's Seminary / Boston Theological Institute
Bachelor of Arts, Philosophy and Liberal Arts, Boston College / Saint John's Seminary College

CERTIFICATIONS

- Qualified Administrator, Intercultural Development Inventory (2019)
- Certified Trainer, Unconscious Bias (2017), Cook-Ross
- Certified Trainer, Influencing for Results and Difficult Conversations (2010), Vantage Partners
- Certificate PROFILOR 360 Feedback Instruments (2008), Personnel Decisions International
- Certificate, High-Impact Consulting (2006), Robert H. Schaffer & Associates
- Certificate, Employee Relations Law (2006), Institute for Applied Management and Law (IAML)
- Certified Master Trainer (2003): Development Dimensions International (DDI)
- Certificate, Organizational Development (2003), Linkage, Inc
- Qualified Administrator (2002): MBTI® (Myers Briggs Type Indicator), Center for Application of Psychological Type

PROFESSIONAL AFFILIATIONS

- Member, Society for Human Resources Management (SHRM)
- Member, Human Resources Leadership Forum (HRLF)
- Member, HRLF DEI Committee
- Member, New England Human Resources Association (NEHRA)
- Member, Council for Advancement and Support of Education (CASE) - Frequent presenter at local and national meetings.
- Member, Association of Fundraising Professionals (AFP) - Frequent presenter at regional meetings.
- Member, Education Advisory Board (EAB) Coast to Coast Consortium

OTHER INTERESTS

Certificated Private Pilot (VFR), FAA# 3533270, June 2010 – Present
Former Board Member: Gay Men's Domestic Violence Project 2008-2011

Citizen of the United States and the Republic of Ireland