Lisa Ciampolillo

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[LinkedIn Profile](https://www.linkedin.com/in/lisa-ciampolillo/)

##### Global Talent leader

*Transforming Organizations Through Strategic Talent Solutions*

* Results driven global leader designing and delivering talent strategies to accelerate business results
* Valued advisor and strategic business partner to executive leadership teams
* Builder and leader of high-performing teams, fostering a collaborative and inclusive environment
* Change agent driving organizational transformation

# PROFESSIONAL EXPERIENCE

**Aspen Aerogels,** Northborough, MA **June 2024 - Present**

*A leading innovator in aerogel technology, providing advanced insulation solutions for energy, industrial and electric vehicle applications.*

**Senior Director, Talent Management**

Hired to build and evolve talent management capabilities across the full employee lifecycle, including talent planning, acquisition, onboarding, development, engagement, performance management and succession planning.

* Led the development and integration of Aspen’s Mission, Vision and Values, embedding them into talent processes.
* Launched LinkedIn Learning, Mentoring@Aspen and UKG Pro Learning platform to enhance development and learning.
* Designed and implemented a year end performance management process and the UKG Performance Management module to improve feedback and accountability.
* Created a Training Council to align learning strategies and enhance development programs across the enterprise.
* Developing a structured high potential and top talent program to accelerate leadership growth.

**Welch’s,** Concord, MA  **April 2019 – June 2024**

*A co-operative owned by family farmers known for its grape juices, jams and jellies made from Concord and Niagara grapes.*

**Senior Director Culture and Talent**

Establish talent strategies to accelerate the growth of a high-performance culture and to drive Welch’s business transformation. Lead Culture, Talent Management, Development and Organizational Effectiveness.

**Business Transformation and Culture Development**

* Designed and executed culture renovation plan for business turnaround tripling profit in three years and doubling shareholder returns to ownership while improving employee engagement metrics.
* Partnered with C-Suite and senior business leaders to define and implement operating behaviors and leadership principles.
* Accelerated senior leadership impact by establishing Extended Leadership Team (ELT), strengthening collaboration and trust, improving team behaviors, establishing management cadence and developing enterprise mindset.
* Collaborated with IT executive leadership to evaluate organizational capability, design an effective structure and acquire talent for IT modernization and digital expansion, positioning Welch’s for future state growth.
* Architected Welch’s innovation center of excellence through organizational design, new agile work practices, brand identity and change management to drive transformational growth.

**Talent Development and Management**

* Led Talent Development initiatives and established coaching practices increasing leader and employee capability as measured by improved scores in behavior change assessment.
* Rebuilt Talent Management programs to support strategic direction including contemporary performance management process, development planning, and talent reviews.
* Established executive succession planning practices used with C-Suite and Board of Directors, planned leadership transitions, development solutions and improved talent pipeline for key roles.

**Team Leadership and Influence**

* Enhanced community and fostered inclusion and belonging by spearheading the “Brand Pride” team notably contributing to rebuilding collaboration, reducing silos and improving engagement metrics post pandemic.
* Rapidly led the organization to an effective remote and hybrid working model becoming a COE for virtual learning and collaboration.

**Hasbro, Inc.,** Pawtucket, RI **July 2007 - October 2018**

*A global play and entertainment company with over 5000 employees working across 40 countries.*

**Director – Global Talent Management and Development**

Established talent strategies and executed key global development experiences supporting the transformation of a manufacturing business into a leading brand and entertainment company. Led global team with a $1M budget.

**Organizational Transformation and Leadership Development**

* Amplified the visibility of global finance talent and career paths by restructuring from a decentralized model to a global finance organization.
* Accelerated impact of new senior leader by facilitating new vision and behavior expectations. Crafted team and leadership development experiences designed to communicate strong business partnerships, increased pace and efficiency, collaboration and flexibility.
* Built innovative global leadership experiences to increase capability, engage the workforce through organizational transformation and build pipelines of talent. Incorporated world-class resources through Harvard Business Publishing and Tuck School of Business.
* Developed and deployed a leadership coaching model across management teams fostering a culture of coaching through comprehensive training and support.

**Program Design and Talent LifeCycle Management**

* Developed Hasbro’s leadership model designed to describe effective leadership and management practices and use as criteria in the talent lifecycle – acquire, assess, select, develop, reward.
* Designed Hasbro’s first formal mentor program in North America. Over 300 people partnered with a mentor over six years resulting in increased career development opportunities and employee engagement.
* Re-imagined Hasbro’s performance management practices from an annual performance review to a quarterly conversation, ongoing coaching and feedback process, supporting the transition to a more agile workplace.
* Led the successful implementation of SuccessFactors LMS and Performance Management modules resulting in global consistency, measurement and reporting.

**Senior Manager, Learning and Development**

* Established Hasbro University as the global brand for Hasbro learning. Created “schools” to align global core programs. Designed, developed, delivered and resourced programs based on training needs assessments.
* Developed Hasbro’s competency model, SuccessProfiles and aligned talent practices including talent acquisition, assessment, performance management and development.
* Orchestrated the highly regarded annual five-day executive development program with a renowned business school curating an immersive thought leadership experience for senior leaders across the global business. Leveraged distinguished experts including Vijay Govindarajan and Marshall Goldsmith to deliver invaluable insights, enriching the program’s impact.
* Led the Fortune Magazine’s Great Places to work survey and audit achieving inclusion for three consecutive years.

**MultiPlan, Inc.** Waltham, MA **December 1999 – July 2007**

*Director – Corporate Learning Services*

**Thomson CompuMark,** North Quincy, MA **October 1991 - December 1999**

*Training Specialist – Human Resources*

# Education

**Masters of Science in Training and Development**, Lesley University, Cambridge, MA

**Bachelor of Arts in Elementary Education**, University of Massachusetts, Amherst, MA

# Certifications & Professional Associations

Human Resources Leadership Forum (HRLF)

Boston HR Council

iPEC Coaching – Accredited Coaching Certification

Hogan Assessment Certification

Myers Briggs Type Indicator Certification

PDI PROFILOR 360 (now Korn/Ferry)

# Speaking

Women in Research Virtual Event 2021: Inclusive Leadership in Action

Deloitte Impact Conference 2017 – Invited speaker at Bersin, Hollywood, FL

# Volunteer

Development Learning Partner (DLP), Coach MBA Graduate Student Program, Babson College, Wellesley, MA

Coaching for Leadership and Teamwork (CLTP), Coach, Babson College, Wellesley, MA

Mentor, Menttium Cross-Company Mentoring Program