

# Aaron Vieira, MA, PCC, SHRM-SCP

aaronvieira360@gmail.com | 347.228.3874

<https://linkedin.com/in/aaronvieira>

Barrington, RI, USA

## HEAD OF TALENT & ORGANIZATIONAL EFFECTIVENESS

HR executive with deep experience developing leaders and building inclusive, high-performance cultures in large, complex organizations.

### AREAS OF EXPERTISE

**Talent Management:** *Talent Strategy & Execution, Competency Modeling, Talent Selection, Onboarding, Talent Development, Employee Engagement, Performance Management, Talent Reviews, Succession Planning, Offboarding*

**Organization Development:** *OD Leadership; Organizational Assessment & Design, Organizational Culture Development, Change Management Methodologies, Stakeholder Engagement; Business-focused OD Consulting*

**Leadership Development:** *Assessment Strategy, High Potential Leader Identification, Leadership Training, Executive Coaching, Mentor Programs, Internal Mobility & Development Experiences*

**Team Development:** *Team Leadership (Team Composition, Resource Allocation, Talent Development, Collaboration, Innovation, Talent Metrics & Dashboards); Team Effectiveness Consultation (from team assessment to impact analysis)*

### WORK EXPERIENCE

BROWN UNIVERSITY HEALTH (formerly Lifespan) | Providence, RI

Mar 2021 - Sep 2024

#### Vice President, Talent Management

Led talent vision, strategy, and execution to expand leadership capabilities and elevate performance at Brown Health, an academic health system (17,000+ employees). Managed a diverse team of 10 with a \$1.9M budget. Previous role: *Director, Talent Management (2021-2022)*.

- Developed and implemented a multi-year talent management strategy that increased employee engagement by 24 percentile points in a national healthcare database within 2 years; and helped reduce the annual nurse turnover rate by 8%, yielding over \$10M in cost savings.
- Established an organizational competency model and ensured alignment and commitment to model; integrated competencies into full range of talent practices, from talent acquisition to succession planning.
- Led design and facilitation of a competency-based, leadership development program to build bench strength; delivered to 750+ executive, midlevel, and frontline leaders. Achieved a 92% recommendation rate.
- Managed executive coaching and OD consulting engagements; designed and facilitated leadership retreats.

COLUMBIA UNIVERSITY IRVING MEDICAL CENTER | New York, NY

Oct 2012 - Feb 2021

#### Senior Director, Talent and Organization Development

Planned and directed talent and OD programs for all schools and departments (14,000+ employees). Managed a team of 3. Previous roles: *Assistant Director, Talent and OD (2017-2018); Specialist, Training and Development (2012-2016)*.

- Equipped leaders with change management insights, tools, and techniques that were seen as vital to successful installation of \$1B, multi-institutional, electronic health record system in 2019; led other mission-critical projects.
- Directed ColumbiaDoctors Learning Academy for medical practices & OD consultation for all business units.
- Founded and co-directed a mentoring program to enhance leadership skills of high-potential managers; action learning projects produced immediate business impact (\$900K+ increase in revenue in 1st year).
- Provided executive coaching for physician leaders and senior administrators to increase their versatility.
- Rapidly developed a suite of crisis leadership resources in the initial COVID-19 surge; co-led CopeColumbia.

## WORK EXPERIENCE (cont.) -----

THE COALITION OF BEHAVIORAL HEALTH AGENCIES | *New York, NY*

Sep 2005 - Sep 2012

### **Associate Director, Center for Rehabilitation & Recovery**

Provided strategic planning and operations management in the Center for Rehabilitation and Recovery (CRR). Directed the Center's training and consultation services; supervised professional and support staff. Promoted from *Director of Education and Training (2007-2009)*; *Coordinator, Education and Training (2005-2007)*.

- Led a collaborative process with agency leaders and state government officials in Albany that culminated in regulatory relief and a \$6M increase in funding for PROS programs in New York City.

## PREVIOUS WORK EXPERIENCE -----

JEWISH BOARD OF FAMILY AND CHILDREN'S SERVICES (JBFC) | *Bronx, NY*

### **Vocational Specialist**

Chief architect of an initiative to shift practice toward more patient-driven goals and treatment. Developed and coordinated a vocational rehabilitation program at the Bronx REAL, a JCAHO accredited mental health center.

VARIOUS ORGANIZATIONS – **OD Consultant:** Bellevue Hospital | Beth Israel Hospital | Wesley Medical Center

## EDUCATION -----

- **Columbia University, Teachers College** | New York, NY  
*Master of Arts (MA), Organizational Psychology; Change Leadership Specialization*
- **New York University, Silver School** | New York, NY  
*Master of Social Work (MSW), Counseling Psychology*
- **Wesleyan University** | Middletown, CT  
*Bachelor of Arts (BA), Political Science; Magna cum Laude*

## CERTIFICATIONS -----

- **Professional Certified Coach (PCC):**  
*International Coaching Federation (ICF) | Fielding Graduate University – Evidence-based Coaching Certificate*
- **SHRM - Senior Certified Professional (SHRM-SCP):**  
*Society for Human Resource Management*
- **Certified/Qualified Practitioner:**  
*Hogan Personality Assessments (HPI, HDS, MVPI) | MBTI Steps I & II | Leadership Versatility Index (360° Tool) | Korn Ferry Leadership Architect (Competency Framework) | Team Diagnostic Survey | Team EI Survey |*
- **Experienced Practitioner:**  
*Advanced Gestalt Training for OD Consulting (GISC) | Flawless Consulting | Motivational Interviewing*

## DIGITAL SKILLS -----

AI Integration across HR | MS Office | MS Teams | SABA-LMS | Perceptyx, Qualtrics, SurveyMonkey | Workday | Zoom

## PROFESSIONAL AFFILIATIONS -----

Association For Talent Development (ATD) | Society for Industrial and Organizational Psychology (SIOP)

## AWARDS-----

- **COMMUNITY SERVICE AWARD:** Bestowed by Trustees of Columbia University, CSS Program, 2010.

**Personal Interests:** Streaming Nordic Thrillers | Hiking in the Adirondacks | Playing Soccer | Practicing Tai Chi