**Leah Stackhouse**

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**HR Business Partner | Talent Management | DEI Leader**

Catalyzing growth by aligning strategy & driving execution to create an environment where talent can thrive

**SUMMARY**

* **15+ years** in **talent** and **HRBP** roles for SME population (5,000+ global colleagues across 30+ teams) and corporate functions (IT, Finance) **improving engagement & retention,** and **streamlining processes**.
* **Cross-functional collaborator** working with business leaders and HR/corporate functions to **lead strategic** **talent projects** in a **fast-paced, highly complex, matrixed** management consulting organization.
* **Driving innovation, change and continuous improvement** by balancing big-picture **talent strategy**, **rigorous planning** and **execution excellence**, and **empathetic people leadership**.
* **Advisor/coach/mentor to** individual contributors and leaders re: individual development, career pathing, team effectiveness, employee relations, performance management etc. Led teams of 5-10 people.

**SKILLS**

Project Management • Program Management • Problem Solving • Collaboration • Communication • Employee Relations

Stakeholder Management • Performance Management • Performance Evaluation • Talent Development

Succession Planning • Change Management • Employee Engagement • Diversity, Equity, Inclusion, Belonging

**PROFESSIONAL EXPERIENCE**

**McKINSEY & CO**

**HR Business Partner (Initiative Manager, Global Client Capabilities Network) 05/2019 – 03/2023**

Business partner for people topics across global network of 5000+ client-facing SMEs focused on talent development and management, DE&I, performance evaluation/talent review/succession planning.

* **Innovated first-of-its-kind rotational analyst development program** for historically underrepresented talent, hiring 13 analysts for inaugural class with 90%+ offer accept rate. Tripled locations and participantsin first 2 years. 2/3 of initial cohort moved into FT permanent roles at conclusion of 2-year program.
  + **Steered all aspects of program strategy & execution** to **attract, develop, and retain** colleagues.
  + **Partnered with functional specialists** (e.g. Employment & Immigration Legal, Learning, HR Generalist, Benefits, Compensation, Finance) to design program elements, mitigate risk and solve problems.
  + Collaborated with talent attraction to **design proactive** **sourcing strategy and make hiring decisions**.
  + **Continuously improved employee experience, development, and engagement** by enlisting 25+ teams to host rotating analysts, aligning developmentally appropriate assignments every 6 months, implementing a new hire buddy program, creating and deliveringlearning/networking events, convening regular office hours for program participants/leaders to share updates and assess experience.
  + **Oversaw** **performance evaluation** process and **handled employee relations issues**.
  + **Expanded program** to additional offices with **new talent profiles and different rotation teams**.
* **Increased employee satisfaction and engagement** by **creating 2 new senior roles** on an individual contributor career path and **facilitating 75+ promotions/lateral transfers** into these roles w/in 18 months
  + **Drafted business** case and **secured approval** from corporate leadership.
  + **Crafted role descriptions** and **performance expectations**.
  + **Wrote and disseminated supporting materials** for colleagues and evaluators.
  + Initiated a **global talent review construct** to assess performance in, and promotion to, the new roles.
* **Designed and delivered** 4 **highly rated** **eLearning** modules (avg score 6+/7 on value for time spent, usefulness and relevance) in 6 months to improve collaboration between consulting colleagues and SMEs.
  + **Project managed team** (eLearning designer, SMEs) to set and achieve milestones.
  + **Articulated** desired **mindset and behavioral outcomes** for learner segments.
  + **Curated materials** and des**i**gned content including **scripting simulation scenarios**.
* Project managed a year-long **process transformation** and **system implementation** to **improve the rigor, consistency, and efficiency** of **global performance evaluations** for a core career path **(1000+ colleagues).**
  + **Co-created** with global business unit leaders a **new evaluation structure and consistent processes**.
  + **Digitized** process, forms and supporting materials.
  + **Initiated and convened an advisory group of senior business leaders** to identify, prioritize and implement ongoing improvements.
  + Personally **led performance evaluation, talent review** and **succession planning** for global cohort of Managers.
* **Oversaw office-specific learning strategy and delivery** for **300+ colleagues** across multiple functional departments and teams, **delivering 20+ programs annually to 400+ participants**.
  + **Initiated a cross-functional “Learning Council**” to provide guidance on strategy and execution.
  + **Hired and onboarded contractor** to handle operations: needs analysis, planning & logistics, communications; mentored and developed her to convert to FT hire within 12 months.
  + **Vetted and selected** appropriate **external venues**; worked with procurement to **negotiate contracts.**

**Learning & Professional Development Manager 01/2012 – 05/2019**

Talent developer creating conditions for employee success and growth for second largest SME office location. Office size tripled during this period (from ~100 to 300+ colleagues)

* **Managed, scaled, and continuously improved** one of the company’s **largest semi-annual evaluation processes for SMEs – growing from 1 committee covering ~50 colleagues to four committees covering ~175 individuals**.
  + **Expanded coverage** to include new talent profiles (e.g., data scientists & data engineers).
  + **Assigned and trained new evaluators** and recruited new evaluation committee members.
  + **Managed communications** with evaluation committee members/evaluators/evaluees.
  + **Identified, evaluated, and deployed technology solutions** to streamline processes.
  + **Personally conducted performance evaluations.**
* **Set strategy and oversaw delivery of office learning portfolio** to meet identified skill development needs.
  + **Assessed needs** through surveys, focus groups and individual dialog.
  + **Prioritized needs** and planned calendar of learning sessions.
  + Created new or curated existing content; **enlisted and trained faculty**; **facilitated sessions**.
  + **Managed learning administrator** to coordinate logistics and communications.
  + **Evaluated feedback** to refine offerings.
* Upskilled colleagues by **project managing the design and delivery of targeted learning interventions** including a global program for newly promoted analysts (6-9 programs annually, covering 200-300 colleagues) and a program to bridge cultural differences for foreign national employees.
  + Conducted **needs assessments** with managers and learners.
  + **Oversaw external instructional design consultants** to structure curriculum and design modules.
* Enhanced employee experience and growth by **counseling individual contributors and managers**

**Professional Development Specialist/Learning Specialist 02/2005 – 12/2011**

* Managed semi-annual evaluation process for ~50 business researchers.
* Assessed needs, oversaw design, managed delivery, and facilitated training sessions, including redesign of 5-day new hire orientation program adopted by other offices.

**ADDITIONAL PROFESSIONAL EXPERIENCE**

* Led SME team providing insights and data to shape recommendations of consulting teams: managed workflow; coached colleagues on research strategies and deliverables; evaluated performance.
* Conducted qualitative and quantitative business and economic research; co-authored published articles.

**EDUCATION AND PROFESSIONAL AFFILIATIONS**

* M.S., Library & Information Science | University of Illinois | Urbana-Champaign, IL
* B.A., Economics | Wellesley College | Wellesley, MA | Magna cum laude, Phi Beta Kappa
* Association for Talent Development (ATD), Member and New England Area Conference Volunteer
* Human Resource Leadership Forum (HRLF), Member
* Senior Human Resource Network (SHRN), Member