
ANITAH L. GOMBOS

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TALENT LEARNING & DEVELOPMENT EXECUTIVE

Leader & Employee Coaching | Global Training Program Development | Employee Communications

Expert in designing behavior-changing, result-driven learning and development programs for every organizational level to improve skills, attract and retain high-value talent, and drive business results. Integrate best-practice materials, processes, and communications supporting culture change, especially relevant to companies undergoing significant transitions. Design and facilitate meetings; ghost-write and edit executive articles and presentations; create management talking points for executing key company actions. Skilled in incorporating multiple business and human resource focuses. Consistently complete complex tasks quickly and well, independently and as integral part of team.

Additional skills:

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|-------------------------------------|--------------------------|
| ✓ Organization Design & Development | ✓ Leadership Development |
| ✓ Employee Engagement & Retention | ✓ Culture Change Design |
| ✓ Human Resources Management | ✓ Program Management |
| ✓ Global Program Administration | ✓ Career Development |
| ✓ Onboarding Program Design | ✓ Writing & Editing |

PROFESSIONAL HISTORY

ALG BUSINESS VENTURES, LLC., Talent, OR

2019

Founder and Principal

Established practice to offer consulting and contracting services to companies and to support individuals undergoing significant change. Currently perform work for Executive Resume Writers, an online professional service, and Gerson Lehrman Group (GLG), New York, NY.

GENERAL MOTORS, Detroit, MI

2013-2018

Full-Time Contractor

Drew from extensive background in global talent development and facilitation to create original classroom and online training materials for English-speaking countries and foreign-language translations. Initially contracted to quickly establish new career development department. Final 14 months, transferred from talent management to talent acquisition team after CEO mandated insourcing of global sourcing and recruiting. Instrumental in rapidly establishing function by creating skills-development training materials and communications. **Highlighted Achievements:**

- **Improved career development factor on employee survey 23%** by creating multiple learning programs on career visioning, career development and management (employee and leader versions), personal branding, and award-winning, user-friendly career website.
- **Managed global 360-degree survey rollout to 8,000+ executives** by writing support materials, overseeing survey administration, writing materials. Designed and published executive reports, global SharePoint site, and call-to-action communications.
- **Rewrote 129 applicant emails and offer letters** to make them more engaging, increase online applications, and effectively market GM and position.
- **Developed executive recruiting process and onboarding program** to offer white-glove transition support.
- **Produced presentation decks and ghostwrote articles** for talent executives underscoring GM's success in re-engineering talent infrastructure with insights about establishing processes and managing change.

GOOGLE, Mountain View, CA

2011-2012

Full-Time Contractor

Contracted to quickly research and create original, best-practice career development programs and companion facilitator guides for high-potential population. Required to meet participant feedback level of 4.5 score on 1-5 rating scale. Designed and delivered workshops integrated with training program topics. **Highlighted Achievements:**

- **Averaged 4.75 rating for six career-development programs** and co-facilitated several pilots.
- **Wrote program summaries and marketing messages** for training website.
- **Offered personal coaching** to team executives and employees.

MICROSOFT CORPORATION, Redmond, WA

2010

Full-Time Contractor

Member of large cross-functional human resources global team charged with re-engineering global career model. Managed talent and organizational capability portion of project. **Highlighted Achievements:**

- **Raised and resolved project issues** with team members, designed segment report for team executive, and ensured project goals met.
- **Developed intra-team and strategic communications**, and proposed, implemented, and tracked approved alternate processes.

VISA, San Francisco, CA

2009

Consultant

Hired for fast turnaround to support Visa's IPO process by crafting materials for launch of new integrated talent management architecture. **Highlighted Achievements:**

- **Created meeting-in-a-box materials:** workbook, facilitator guide, process poster, and targeted communications.
- **Customized new talent materials** for hiring managers, human resources, and talent professionals to drive talent-review changes to all organizational levels.

THE INTERPLAY GROUP, Mill Valley, CA and Ashland, OR

2002-2008

Founder & Principal Consultant

Designed quick-success coaching model and offered executive coaching to improve organizational effectiveness. Re-engineered talent programs and developed related processes and materials. Representative clients: CIGNA Corporation, Philadelphia, PA, Ceros Corporation, Concord, CA, Menttium Corporation, Minneapolis, MN, and Washington Mutual, San Francisco, CA.

- **Provided strategic transition planning and coaching** to companies and individuals undergoing significant change.
- **Designed and delivered customized private retreats** for individuals to accelerate change transitions.

PROVIDIAN FINANCIAL, San Francisco, CA

1998-2001

Senior Vice President & Chief Learning Officer

Restructured 10 human resources functional teams supporting executive, salaried and hourly employees to successfully align HR with company IPO goals. Led 5 direct reports and 165-person global organization with \$23M budget for HR teams focused on executives and leaders.

- **Managed 350% 4-year surge in employee growth** during height of dot.com competition.
- **Increased high-potential retention 50% by developing board-directed corporate university**, designing and delivering customized training programs, and creating and integrating on-demand coaching infrastructure.
- **Developed award-winning, cutting-edge orientation program** honored with Telly, Videographer, and Axiem awards.

ADDITIONAL EXPERIENCE:

Senior Vice President, Educator, and Licensed Counselor in Philadelphia-area banks and universities. Led human resources, established training & development departments, and managed marketing and investor relations departments in boutique and regional banks. Established part-time coaching practice for those making important life and work transitions.

EDUCATION & CERTIFICATIONS

VILLANOVA UNIVERSITY, Villanova, PA
Master of Arts, Counseling, Magna Cum Laude

GWYNEDD UNIVERSITY, Gwynedd, PA
Bachelor of Arts, English

DOMINION UNIVERSITY OF CALIFORNIA, San Rafael, CA
Storytelling Certification