**David J. Thompson, PhD**Columbus OH | 614.654.8804 | Thompson.2966@osu.edu

Results-focused talent development leader with global experience in designing learning solutions with the demonstrated ability to drive business performance through the implementation of innovative leadership and talent development practices. A skilled consultant and facilitator with extensive experience in the design of competency-based learning and leadership development.

**Highlights**

**Talent | Leadership | Organizational Development | Succession Planning**

* Led a staff of up to six, in multiple locations, in the development and delivery of 100+ annual pieces of training in companies employing up to 6,000 globally.
* Implemented and administered various Learning Management Systems and webinar tools for delivery and tracking of 50+ training programs.
* Created and implemented a fully integrated learning program including new hire, core learning, and departmental specific learning
* Created core leadership competencies for executive-level positions, created and implemented the LeadershipAxis development program, focusing on collaboration, accountability, and innovation.

**Certified Facilitator | Presenter**

* Regularly create curriculum and facilitate team effectiveness, resilience, management, and leadership skills workshops.
* Deliver Crucial Conversations, Crucial Accountability, Influencer workshops, and Five Behaviors of Effective Teams.
* Conducted 1,000+ workshops throughout my career

**Employee Engagement**

* Implemented employee engagement assessment, achieving a 90% response rate.
* Designed custom team interventions including metrics and action planning for change.
* Increased new hire one-year retention rate by 60%.
* Created and led leadership development program for executives and high potential associates resulting in a 6% reduction in turnover.
* Designed and led team building/development programs, career development consulting and mentoring resulting in a 10% increase in employee engagement.
* Created a companywide retention strategy that reduced turnover costs by $8.5 million. Change of budget allocation systems from a combined Head Count & FTE (full-time-equivalent) to FTE exclusively to enable part-time work arrangements.
* Consulted with Client Group Managers in work re-design and flexible work arrangements

**Change Management**

* Spearheaded a regional maintenance hub project resulting in savings of $1 million and increased client satisfaction by 5%.
* Implemented a pilot maintenance hub leading to an average decrease in flight delays by 12 hours.

**Professional Experience**

**Director, Talent Development 2017- 2020** HealthSCOPE Benefits (UHC) | Columbus, OH
HealthSCOPE Benefits is the third-party health care administration subsidiary for United Health Care.

**Director, Global Learning & Development**
NetJets | Columbus, OH **2014-2017**
NetJets is the world's largest private jet company, offering fractional aircraft ownership, private jet leases, and private jet card programs

**Director of Learning**

Resource Interactive (IBM iX) | Columbus, OH  **2010-2014**Resource Interactive Assists companies in capitalizing on the digital economy by creating consumer experiences designed to drive sales for reputable brands.

**Consultant 2002 - Present**Thompson Consulting, LLC | Columbus, OH

**Highlight project: Change Management Consulting** with Catalyft for Sierra Nevada Corporation, 2016.

* Created and implemented the Concurrent Engineering Process for all projects, reflecting the different requirements for respective lines of business.
* Identified talent gaps and created mentoring programs for talent development.
* Developed protocol and processes for quicker design review and decision-making.

**Human Resources Strategy Manager** | Microsoft | Redmond WA **1999-2002**
Microsoft is the world’s largest software maker and one of the world’s most profitable companies.

**Academic Experience**

**Lecturer, Management & Human Resources 2017- Present** Fisher College of Business, The Ohio State University

**Lecturer, School of Management 2003 – 2010** Capital University

**EDUCATION**

Ph.D., Higher Education Administration (Emphasis: Organizational Psychology)
Purdue University | West Lafayette, IN

M.S., Wellness Management (Minors: Business, Organizational Communication)
Ball State University | Muncie, IN

B.S., Fitness Management (Minor: Business)
University of Wisconsin – La Crosse | La Crosse, WI

**CERTIFICATIONS**

* Korn/Ferry Competency Trainer,
* Pro-D (Leadership Development)
* The Five Behaviors of Cohesive Teams ®
* Everything DiSC ®
	+ Work of Leaders ®, Agile EQ ® Productive Conflict ®
* VitalSmarts ® Trainer
	+ Influencer ®, Crucial Conversations ®, Crucial Accountability ®
* World@Work ®
	+ Total Rewards Strategy
	+ Work-Life Certified Professional (WLCP ®)
* The Consultative Approach, Advanced Consulting

**Consulting Clients**

* DLZ Engineering
	+ DLZU – Leadership Development (2020-Present)
* Sierra Nevada Corporation
	+ Change Management (2017)
* MasterCard
	+ Leadership Development and Strategy Session (2017)
* Department of Defense
	+ Influence and Impact (2017)
* Owens Corning
	+ Executive Presence and Communication (2017)
* AstraZeneca
	+ Sales Competencies and Collaboration (2017
* Chemical Abstracts Society (CAS)
	+ Manager Competencies and Development (2017)
* OhioHealth/Ohio University
	+ Collaboration and Communication (2017)
* Worthington Industries
	+ Executive Presence and Presentation Skills for Advancing Leaders (2017)
* Equifax
	+ Individual Styles and Team Effectiveness (2017)
* IT department, Sultanate of Oman
	+ WorkLife Certification (2011)
* Target
	+ Total Rewards Strategy (2010)
* Shaw Industries
	+ Total Rewards Strategy (2010)
* British Petroleum (BP)
	+ Flexible Work Strategy (2010)