

Eric A. Bell, MSOD

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30% Service Connected Disabled Veteran

Profile: Global Diversity, Equity, & Inclusion (DE&I) Practitioner, Change Agent, and Talent Acquisition Manager with over 19 years of experience displaying competencies in the areas of diversity, inclusion, recruiting, and change management. Skilled in leading transformational HR and D&I programs/initiatives including the development and implementation of strategic plans, processes, and procedures to foster a more inclusive high performing organization.

Personal Mission: I provide dynamic, visionary leadership to build upon the strengths of your organization. By implementing strategies my objective is to make your organization the model for diversity, equity, inclusion, and engagement.

Value to Your Organization: I am highly capable to lead Diversity programs and assist executive level management in obtaining institutional and strategic goals. I provide exemplary leadership for the development of positive human relation interactions.

Bottom Line Impact:

- Expert at addressing cultural competencies and challenges.
- Expert in conceptualizing, implementing, and monitoring organizational diversity, equity, and inclusion plans/programs to support employee engagement and organizational strategic objectives.
- Skilled at defining, applying, and measuring diversity metrics for organizational development and change management within your organization.
- Skilled at creating, implementing, and sustaining Diversity Counsels, Employee Resource Groups, and Advisory Groups.
- Provide leadership, developmental training, and support to increase cultural capacity for all stakeholders within the organization.
- Adept at interacting and engaging with internal and external stakeholders in order to build relationships to achieve organizational goals/objectives.

Strengths and Experiences:

- Over 19 years of Diversity, Inclusion, and Talent Acquisition/Recruiting experience while working for the military, government, and with a Nonprofit.
- Global consulting and client engagement experience while working in Amsterdam.
- Outstanding oral and written presentation skills.
- Data and barrier analysis for business integration and strategic outcome.
- Employment engagement and development workshops and interventions
- Write and submit MD 715, analyze and assess demographic triggers, barriers, and gaps.
- Work collaboratively with various systems to insure diversity, equity, and inclusion is embedded into the everyday business practices of the organization.
- Diversity, Equity, and Inclusion strategic communication plans.

Professional Experiences:

Organizational Development Consultant November 2017-Present

Bell Enterprises, Brandywine MD

Consulting services provided to for-profit and nonprofit organizations with a focus on D&I and team building. Worked closely with the Executive Director identifying various strategies to increase organizational effectiveness. Assist organization with diversifying and increasing their Board of Directors. Developing communication strategies and outline roles and responsibilities for new members. Develop organization's diversity, marketing, outreach, and recruitment strategy.

Diversity & Inclusion (D&I) Program Manager (GS-0260/0301-14) January 2016-Present

National Science Foundation and U.S. Air Force D&I Directorate, Alexandria, VA

NSF POC Rhonda Davis 703 292-7330/U.S. Air Force POC Chevy Cleaves

As the D&I Program Manager I develop and implement comprehensive outreach plans and strategies that incorporate all appropriate diversity outreach initiatives for the organization. I research, interpret, analyze, and apply proper guidelines, policies, and regulations related to attracting, recruiting, developing, and retaining highly qualified members and those within the Science, Technology, Engineering, and Math (STEM) communities. Evaluate existing metrics and ensure that proper metrics are in place to drive continuous improvement. When necessary I implement new processes, metrics, assessments, and best practices to reduce cost, time to hire, and attrition. Identify need for change in processes and priorities and takes action to implement such change. Provide advice to the Director of Diversity and Inclusion on significant issues and problems related to work accomplishment. Provides guidance to installation functional experts on diversity and STEM personnel. Perform assessments and present detailed comprehensive reports for training, conferences, and outreach events. Create handouts, brochures, quick reference guides, etc. for distribution to a variety of audiences at different outreach events. Use social media to interact with organization members and external audiences. Work with diversity professionals both inside and outside federal agencies to collaborate, coordinate, and engage on matters concerning diversity. Meet with key officials to assess Diversity & Inclusion efforts, explain organization policies and procedures, and resolve problems that arise. Identify the need for special projects and initiates milestones and goals. I address a full range of planning and execution actions for diversity outreach such as the development of organizational outreach models, manpower and budgetary requirements, development of contracts, and quality assurance at outreach events. The primary purpose of my position is to develop and implement a comprehensive outreach plan and strategy that incorporates all appropriate diversity outreach initiatives, understanding diversity and how it fits with the workplace, to effectively execute the organizations Diversity and Inclusion mission.

Veteran Employment Program Manager December 2011-January 2016

Diversity and Inclusion Initiatives for Veterans (GS-0201-13)

National Science Foundation, Arlington, VA

POC Mr. Jeffrey Cunningham 703 292-2558

I was the Veterans Employment Program Manager for the National Science Foundation's (NSF). In this capacity I worked collaboratively with the Office of Diversity and Inclusion, Human Capitol Officer, and Human Resource Management Chiefs concerning staffing and hiring goals for underrepresented groups and organizational diversity initiatives. I consulted with Leadership,

Executives, and Office Directors to identify performance based outcomes which support the NSF Human Capital Strategic Plan. I provided advice, set metrics, evaluate, and make recommendations to support NSF's hiring targets as established by OPM. I thought critically using information from staffing and planning meetings so to form strategies to overcome hiring challenges for the agency, in both short term (current Fiscal Year) and long term (5+ years). I provided my recommendations for solutions to the Directors of Human Resource Management by communicating verbally and in written plans. I developed marketing materials for outreach events and create various communication plans in order to build and grow a more diverse applicant pool. I offered quarterly verbal and written statistical analysis metrics to the OPM and Chief Human Capital Officers for review and recommend internal systems improvement related to diversity and hiring practices. I prepared and facilitated presentations to Directorate level audiences on hiring objectives, processes, and recommendations to meet short term and long-term objectives. I partnered with the Office of Diversity and Inclusion to accomplish its primary goal which is to create innovative strategies to address agency-wide staffing needs and diversity goals. I served as the chair for the Veterans Employee Resource Group and served on various OPM resource groups addressing recruiting and diversity strategies.

Talent Acquisition, Diversity & Inclusion Senior Recruiter August 2010-November 2011
ManTech International Corporation
Lexington Park, MD

Managed recruiting activities within ManTech International Corporation. Responsible for full life cycle recruiting within the organization while complying with OFCCP, FLSA, and EEO laws. Working knowledge of advance Human Resource Management principles, concepts, regulations, laws, polices, and procedures. Work closely with stakeholders such as managers, recruiting directors, and human resource personnel in order to recruit and retain a more qualified and diverse pool of candidates. Performed a full range of recruiting and staffing functions for entry level thru senior level positions. Actively support diversity outreach and affirmative action goals. Provided authoritative advice and guidance to hiring managers regarding hiring and staffing issues. Educated and informed hiring managers, employees, and management staff about staffing processes, procedures, and policies. Coordinate employment offers, including salaries, sign on bonuses, and relocation expenses. Successfully filled critical vacancies while working independently using time management and organizational skills.

Talent Acquisition, Diversity & Inclusion Recruiter May 2009-July 2010
Lockheed Martin, IS&GS
Alexandria, VA

Government contracting experience responsible for recruiting activities related to recruitment, staffing and placement programs for the organization. Evaluate employment factors such as related experience, education, and skills. Attended outreach events in order to recruit and capture a more diverse workforce within the organization. Interface with Program Management and leaders on staffing needs. Partner with human resources business units, and hiring managers to ensure staffing requirements were met. Daily duties included sourcing, screening, interviewing, and working with the Kenexa BrassRing ATS software system. Attended career fairs, tech expos, and open houses to staff open requisitions within the organization.

Yellow Ribbon Program Analyst
Lockheed Martin, IS&GS December 2009-April 2009
Alexandria, VA

Played an instrumental role in the organizational development of the Yellow Ribbon Program Center for Excellence. Conducted extensive research and analyze current data in order to develop plans to enhance organizational performance and success. I researched, compiled and evaluated data from various sources such as the internet, event after action reports, and event surveys to develop the Center for Excellence. Provided technical input, reports, recommendations, training, and consulting relative to the Yellow Ribbon Program. Used various types of communication vehicles such as training videos, live presentations, social networks, and web forums, to help inform and educate service members and their families.

Talent Acquisition/Recruiter, Policy Development Manager
June 2007-December 2008 (20 Year Retirement)
Army National Guard Readiness Center Arlington, VA

Led and managed the development, writing, interpretation, and implementation of the Army National Guard Selective Reserve Incentives Policy in support of the Recruiting and Retention objectives of the ANRG. Led special outreach projects by providing guidance and communicating technical instructions both orally and written to field staff, which resulted in more effective means of conducting and implementing the recruiting policies of ARNG. Created and implemented new Diversity, Equity, Inclusion processes and policies focusing on organizational readiness as it pertained to recruitment and retention. Key trainer and spokesman at government events, conducted presentations explaining ARNG recruiting policies and procedures. Acted as staff action officer providing resolution for Congressional members and state inquires on matters that require Congressional investigations and exceptions to policies pertaining to ARNG recruiting policy. Compiled responses for proposed legislation and policy, assuring ARNG views were properly considered and represented. I served as the subject matters expert in regard to ARNG recruiting and retention policies, laws and regulations.

Recruiting, Retention, and Attrition Management (Talent Acquisition) Team Lead
July 1998-May 2007 Army National Guard
Cheltenham MD/Washington DC

DOD recruiting experience responsible for managing and implementing the strength maintenance tenants (recruiting, retention, and attrition management). Interviewed, tested, and evaluated prospective applicants to fill critical vacancies. Led, supervised, and managed recruiting staff while obtaining 100% of the organization hiring and recruitment goal and received superior achievement awards in human resource management. I provided monthly and quarterly work performance expectations in the form of written instructions/counseling to subordinate recruiting team. Developed and implemented recruitment strategies and marketing techniques for school programs which included College and University recruiting programs. Worked effectively with first line leaders to insure all recruiting needs were met to accomplish organizational goals and achieve success. Served as marketing and outreach specialist by providing recruiting materials and literature so to establish and promote brand name and increase market share within targeted area. Built and maintained relationships with internal and external stakeholders to attract highly qualified and talented candidates.

College Degrees and Education

- Masters of Science, Organizational Development (MSOD) - American University, ranked the top MSOD program in the country (graduated May 13, 2018)
- Bachelors of Science, Management - University of Phoenix (graduated April 12, 2012)

Professional Development and Certifications

- Diversity and Inclusion workshop leading to CCDP certificate - Cornell University. This certification provides in-depth knowledge of contemporary and emerging trends within D&I. Course develops skills that link D&I to organizational effectiveness and business performance.
- Numerous Diversity and Inclusion conferences and workshops - The Forum for workplace diversity and SHRM diversity conference.
- Federal Staffing and Placement Certificate from the Graduate School (August 2015)
- Leadership & Management certificate from the Federal Key Executive Leadership Program- American University (May 2015). This course is designed to create innovative, result oriented leaders. Students acquire contemporary public management knowledge, values, and skills. Geared toward employees (GS 13-15) who want to transform themselves from good managers to extraordinary leaders within their organizations.
- Advanced Leadership Talent Acquisition, Recruiting, and Retention Training Course, National Guard Professional Center North Little Rock, AR (2002)
- Basic Talent Acquisition, Recruiting and Retention Training Course, National Guard Professional Center North Little Rock, AR (1999)
- Numerous Talent Acquisition/Recruiting conferences and workshops