

# Melynda DeCarlo

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## **Human Resources Officer / Organizational Development Consultant National Training Director / Director Educational Services / Call Center Manager**

**Human Resources Strategist:** As a strategic business partner I achieve organizational alignment through assessment, tactical planning and deliberate execution leading individuals and teams toward cultural transformation.

**Operational Efficiency Advisor:** Leading over twenty successful change initiatives, I have relied on an execution model that identifies optimization opportunities, benchmarks best practices and provides coaching and new mental models to expand individual, team and organizational capacity.

**Organizational Development Executive:** Building Human Capital is our passion. For more than 20 years I have helped organizations actualize the balance between people and processes to achieve business results.

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### **The Meyvn Group – Ideas Realized**

**Proven Record – Across Industries and Job Functions:** We have expansive experience in training and development, human resources and business and executive development. We have worked with a large number of industries including: financial services, insurance, manufacturing, government and health care.

- **Training and Development.** With a crisis looming, a state agency embraced a change initiative to improve productivity and eliminate the culture of entitlement and tenure. An active learning program was developed and launched to support the new strategic plan. Two years later, a culture of accountability, performance and self-directed leadership became the norm in two of four divisions.
  - **Human Resources.** The executive team realized that talent was the key to the organization's success. An organizational development plan of talent acquisition, retention, development and succession planning was implemented and resulted in keeping and attracting more than 100 key employees – three of which have since become officers of the company.
  - **Business and Executive Development.** A six month strategy of introduction, integration and intra-dependence allowed three separate IT organizations to unite and become the premier project management team of a \$5 billion risk and insurance services company.
  - **Skills:** Hands-on executives, capable of garnering support at all levels. Gifted facilitators with exceptional written and verbal communication skills. Resourceful builders of Human Capital. Accomplished leaders and strategic thinkers.
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### **Career Overview**

<b>The Meyvn Group</b> – Organizational Development Consultant	Present
<b>Strategies to Achieve Results</b> – Organizational Development Consultant	1995 – 2005
<b>Boatman's Bank Iowa</b> – Human Resources Officer	1993 – 1995
<b>The Statesman Group</b> – National Training Director	1992 – 1993
<b>Iowa Methodist Health System</b> – Director of Educational Services	1990 – 1992
<b>CIGNA/Equitable of the USA</b> – Call Center Manager	1983 – 1989