

BETH MESSICH, PCC

New York, NY
917.886.8599

beth@bethmessich.com
[linkedin.com/in/beth-messich](https://www.linkedin.com/in/beth-messich)

LEARNING & DEVELOPMENT | TALENT MANAGEMENT | ICF-CERTIFIED COACH

Transformational coach and Human Resources leader with 20+ years of experience building talent, teams, and culture across geographies for startup and mature organizations. Develop and operationalize strategies to create agile, inclusive workforces in rapidly evolving, global organizations and fast-paced start-ups. Facilitate change at the individual, team, and organization levels. Accredited Leadership Coach, International Coaching Federation.

People Development | Coaching | Organizational Effectiveness | Transformation & Change Management
Cross-Functional Collaboration | Executive Development | Team Building | Talent & Succession Planning
DiSC & Leadership Circle Profile Certified

PROFESSIONAL EXPERIENCE

Beth Messich Coaching and Consulting | New York, NY

2021 to present

Specializing learning & talent strategies and executive coaching

Principal and Founder—bethmessich.com

Consult and coach in companies ranging from small start-ups to large global organizations to accelerate employee growth while delivering business results. This has included working with senior leadership to build performance management for a rapidly scaling start-up; collaborating with project leaders to deliver a full-day trainings for functional product teams in a global retailer; building and facilitating skill-building sessions for multiple executive leadership teams; coaching executives to enhance their leadership skills for the next level.

Industrious | New York, NY

2022

Flexible workplace startup at the frontline of the future of work; since acquired by CBRE

Sr. Director, Head of Talent, Learning & Inclusion

Developed the vision, strategy, and execution for talent, learning, and DEI&B practices to grow, develop, and retain talent for a mid-stage start-up. Created all components of performance management. Built and executed learning strategy and resources. Established DEI&B practices, policies, and initiatives to create a greater sense of belonging at all levels. Member of the People leadership team.

- Launched goal setting companywide for the first time with 97% of employees setting OKRs.
- Reimagined orientation and onboarding for a dispersed hybrid workforce.
- Transitioned identity-based Slack affinity groups to official Employee Resource Groups (ERGs) with charters, governance, leadership structure and Executive Sponsorship.

Gap Inc. (Gap & Intermix Brands) | New York, NY

2013 to 2021

\$16.6 billion, global, omni-channel apparel retailer (NYSE: GPS)

Transformation Projects—People | 2020 to 2021

Led projects to evolve organization talent practices; DEI&B initiatives; and leadership development. Coached leaders to escalate performance and business contribution. Member of brand People executive team.

- Enhanced ways of working by creating, developing, and executing behavioral change learning strategies.
- Created a more inclusive organizational culture, in collaboration with ERGs, through custom learning sessions exploring allyship, microaggressions, and unconscious bias.
- Improved team communication, collaboration, and inclusion, driving elevated business results, by designing and facilitating integration and teaming workshops.

Sr. Director, Talent Management + Learning & Development | 2017 to 2020

Led global talent, learning & development, onboarding, performance management, and bench planning strategy for Gap and Intermix brands. Oversaw learning curriculum and talent practices implementation for North American physical and digital channels (1,400 people); supported London and Tokyo. Facilitated 360 and DiSC assessments for individuals and teams. Co-led enterprise-wide compensation and career transition workstream to support the global employee population during a planned company split. Recognized with *Exceed Award*. Managed 11-person team. Member of enterprise and brand People executive teams.

- Grew nimble leaders, able to pivot and innovate for success in a disrupted industry, by facilitating alignment of global and local talent and learning strategies.
- Improved retention and engagement through comprehensive approach to talent including performance management, leadership competencies, assessments, goal-planning, and career planning, deepening engagement and increasing retention.

Director/Senior Manager, HQ Talent Development | 2013 to 2016

Established and led learning and development for Gap brand's NYC HQ. Built individual contributor and new leader development programs that were adopted across the enterprise. Adapted enterprise programs for Gap brand HQ. Partnered closely with Brand Organizational Effectiveness team and HR Business Leaders to deliver innovative change management solutions in a constantly evolving business. Led four-person team.

- Accelerated development of 1,000+ employees. Developed and presented successful business case for multi-level program that included orientation, onboarding, leadership training, and functional training.
- Transformed brand as a member of high-profile cross-functional team. Owned training and behavior change strategy. Developed and delivered strategic, tactical, and behavioral training including a two-day off-site conference for 800+ employees.
- Expanded capabilities of 600 employees by creating and executing training strategy for new NYC-based Inventory Management team. Included onboarding, team assimilation, and functional training.

The Children's Place | Secaucus, NJ

2011 to 2012

\$1.8 billion children's apparel, accessories and footwear retailer (NSDQ: PLCE)

Director, Store Communications

Revitalized Communications Department as brand underwent comprehensive turnaround strategy (product, operations, and financial performance). Provided strategic vision, creative direction, and daily leadership for communications programs and seasonal education strategies that supported 1,100 stores across multiple divisions in the US, Canada, and Puerto Rico. Trained and led four-person team.

L.L.Bean | Freeport, ME

2009 to 2011

\$1+ billion, privately-held, omni-channel clothing and outdoor recreation equipment retailer

Manager, Field Communication & Education

Originated role to build field communication function and set learning agenda for 5,000-member workforce at 40 retail and outlet stores.

EDUCATION

Certificate, Diversity & Inclusion for HR, Cornell, eCornell—2020

Executive Certificate, Leadership Coaching, Georgetown—Washington, D.C., 2020

Certificate, Leadership & Organizational Development, New York University—New York, NY

Master of Arts (MA) English & Gender Studies, University of East Anglia—Norwich, England

Bachelor of Arts (BA) English, Dickinson College—Carlisle, PA