

Jennifer R. Burnett, Ph.D.

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EXECUTIVE PROFILE

Human capital consultant and human resources executive who has successfully delivered innovative, people centered human capital solutions driven by, and aligned to, clients' business strategies and needs. A trusted advisor, strategist, team leader, researcher and thought leader focused on optimizing talent management practices, processes and tools in partnership with external or internal clients. Demonstrated track record for delivering talent solutions that balance the needs and well-being of employees with the goals of the business through efficiency and productivity gains; retention and engagement improvements; culture transformation, and human capital return on investment.

Key areas of expertise:

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|--------------------------------|--------------------------|-------------------------------|
| * Talent Strategy | * Employee Experience | * Talent Management |
| * Strategic Workforce Planning | * Data & Analytics | * Learning Strategy |
| * Talent Acquisition | * Selection & Assessment | * Employee Development |
| * Leadership & Succession | * Career Mobility | * Project & Change Management |

PROFESSIONAL EXPERIENCE

Caliber Talent Solutions, Inc. **Jacksonville, FL**
Founder / Principal Consultant *March, 2020 -present; and January, 2015-August, 2015*

Designs, optimizes and delivers targeted solutions to address employment needs related to attracting, hiring, developing and engaging high performing, diverse talent. Focused services include talent acquisition, talent development, performance management, career mobility, talent analytics, competency & skills modeling, and strategic workforce planning.

The Conference Board, Human Capital Center **Remote**
Principal Researcher (part-time) **March, 2021 – present**

Serves as a leading authority in human capital management, including responsibility for the research stream in various human resources areas. Conducts and authors research on relevant, high-profile areas of interest and relevance to CHROs and C-Suite executives. Provides insights and high-level briefings to members, policy makers, the press, and general public.

Cornerstone OnDemand, Inc. **Remote**
Senior Principal Consultant, Thought Leadership & Advisory Services **August, 2015-March, 2020**

Thought Leadership & Research Inspired, informed and influenced corporate leaders by sharing best practices, innovative ideas, and strategies for impacting the future of their business through talent practices.

Consulting & Advisory Services Created and delivered custom engagements directly with clients and prospects to assist in the design of their talent, learning and/or analytics strategy. Expertise in Cornerstone Recruiting, Learning, and Analytics product suites.

Sales Support Partnered with Sales and Client Success teams to influence new and existing business by providing insights and guidance based on research and best practices. In 2019, the team influenced over \$11 million in sales and ARR.

Cornerstone Selection – Chief Scientist Advised and consulted with clients regarding their hiring and assessment practices. Conducted all validation studies, adverse impact, and other analyses; updated/maintained assessment content to meet clients' selection needs. Product expert for Cornerstone Selection and Cornerstone Engage.

CSX Transportation – Human Resources **Jacksonville, FL**
AVP, Talent Acquisition, Talent Management and Strategic Workforce Planning **May, 2010 – January, 2015**

Strategic Workforce Planning and Analytics

Led a Board of Directors' commissioned strategic workforce planning initiative to create human capital plans addressing labor agreements, talent acquisition, training and development, succession planning, career mobility, leadership development, compensation, incentives, and insource/outsource strategies.

Talent Acquisition

Re-engineered processes and technology to meet the demand of a 200% increase in hiring. Decreased time to fill and cost per hire, while increasing quality of hire and diversity, hiring manager and candidate satisfaction. Developed competencies, skills and success profiles used to design external selection and internal career pathing. Included an assessment for employees to evaluate their strengths, interests and development needs for career mobility.

Talent Management

Conducted first enterprise-wide Voice of Employee Engagement Survey, resulting in significant improvements to communication, recognition, and role clarity practices across the company. Implemented new enterprise-wide performance management process, focused on feedback and development. Designed and launched new leadership programs and succession planning process for executives and critical roles.

Bank of America – Global Human Resources Senior Vice President, Global Staffing and Learning

Jacksonville, FL
August, 1998 – May, 2010

Led one, two or three teams simultaneously over 12 years.

Talent Assessment for Selection and Learning

Responsible for developing, validating, implementing, and monitoring the effectiveness of selection and developmental talent measurement tools, specifically designed to meet global business talent needs. Solutions resulted in process efficiency and financial benefits to HR and business clients.

Success Profiling and Competencies

Designed and implemented enterprise-wide competency modeling, including a proprietary, enterprise competency database integrated with Performance Management, Learning and Staffing processes.

Talent Analytics

Responsible for talent acquisition metrics, reports and dashboards, Recruiter Incentive Plan reporting, Staffing Satisfaction Survey, and quality of hire metrics. Led significant process and organizational changes to improve data accuracy, timely delivery of reports, and improved client satisfaction.

Additional Professional Experience

Learning Pathways, Vice President, Development and Measurement	2 years
Performance Insights Consulting, Owner/President	3 years
University of Alabama at Birmingham, College of Business Administration, Assistant Professor	4 years

EDUCATION and CERTIFICATIONS

Doctorate of Philosophy, University of Florida, College of Business Administration Gainesville FL
Distinction in Human Resource Management / Organizational Behavior

Bachelors of Arts, Rollins College Winter Park FL
Bachelor of Arts in Psychology, Magna Cum Laude

SHRM – SCP Certificate

Lean Six Sigma, Green Belt Certificate

DRiV Assessment Certification – a personality, values and motives inventory for individuals & teams

BOARD SERVICE, PUBLICATIONS, AFFILIATIONS and SPEAKING ENGAGEMENTS

- Board of Directors for Hubbard House, Inc., a non-profit organization in Jacksonville, FL; President 2020-21
- Published research-based articles in the *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of I/O Psychology*, *International Studies of Management and Organization* and other professional journals.
- Invited speaker for various professional conferences and multiple webinars/webcasts.
- Professional Memberships- SIOP, American Psychological Association, SHRM, SJC Chamber of Commerce, Professional Independent Consultants Association, Women's Business Owner Association of NEFL