



DR. ANGELA C. HILL

Talent Development Consultant with a passion for designing and developing meaningful organizational and leadership programs. Strategic Leader and Founder of Created2Catapult, LLC focused on partnering with Training and Human Resource organizations across the globe to help build the capabilities of talent and drive employee, leadership, and organizational growth at scale.

Phone

(770) 837-8486

Email

angela@created2catapult.com

Expertise

› Strategic

Employee Experience, People Strategy, Succession Planning & Management, Transformation, Culture

› Operational

Assessments, Capability Building, Change & Transition, Employee Engagement, Goal-Setting, Learning & Development, Teambuilding, Interpersonal & Group Process

› Programmatic

Career Progression, Coaching, Competencies, Leadership Development, Performance Management Onboarding, Professional Development

Education & Certifications

› Doctor of Strategic Leadership with a Focus in Transformational and Servant Leadership
Regent University

› Master of Science in Criminal Justice
Georgia State University

› Bachelor of Arts in English
Spelman College

› IPEC Coach, Hogan Assessments, MBTI, Lominger Competency Library, Senior Professional in HR

Relevant Experience

› Principal Consultant, Created2Catapult LLC (2020-Present)

- Launched a certified MBE/WBE/WOSB boutique HR consulting firm specializing in Talent Management.
- Retained by clients to establish and scale learning organizations, build best-in-class leadership experiences for leaders, and establish new capabilities that catapult them into unique assignments to transform the world.
- Deliver an array of learning, organizational development, and talent management services including people strategy and planning, needs analyses, OD intervention design and delivery, and virtual and onsite facilitation.
- Consult with GAP as the Director for Evaluation, Master Coach, and Adjunct Faculty for Thriving in Ministry funding through the Lilly Endowment, \$1M grant program.
- Designed and delivered a Resilience series focused on leading self, others, and organizations.
- Consulted with Zaxby's Restaurants as a thought leader, SME, and vILT master facilitator in designing and delivering servant leadership training to corporate staff and franchise management to initiate cultural transformation.
- Consulted with PSI's Talent Management division as SME to finalize a personalized blended learning approach that included a variety of micro-learning .
- Consulted with Southern Company Gas leaders to design, develop and deploy a custom onboarding development experience for key talent selected to lead leading transformation, creating a single source of truth for asset-related data.
- Created suites of learning tools and resources to enable people leaders and employees to set clear goals in alignment with overall objectives, continuously check in with teams, and build feedback and skill development capabilities with coaching.

› **Leadership Development Consultant - Global Deployment, The Coca-Cola Company (2019-2020)**

- Retained to accelerate the deployment of Coca-Cola's flagship leadership development programs, delivering 800+ hours of direct learning to leaders in the United States, Europe, and Africa.
- Produced and launched the company's first virtual Global People Leader Onboarding program, creating a unified learning community across the globe within Coca-Cola University's Digital Classroom.
- Accelerated deployment of learning experiences to deliver 800+ hours of direct learning to leaders in the United States, Europe, and Africa over an eight-month period.

› **Director of Talent Development, Southern Company Gas (formerly AGL Resources) (2018-2019)**

- Built a team of up to 10 learning professionals and secured annual budgets of up to \$1M for enterprise learning programs.
- Oversaw M&A projects to unify people operations and talent development after SCG's acquisition of AGL Resources.
- Led engagement and culture building using Voice of the Employee surveys to make executive-level recommendations, improve staff satisfaction, increase productivity, and drive retention.
- Launched and sustained an innovative "Leaders as Teachers" program to create a learning culture and expand talent development from formal programs to informal on-the-job training.
- Delivered 300+ succession slates within a 30-day window by designing and implementing an accelerated succession planning process with improved talent visibility.
- Led the design, development, and deployment of 6 targeted programs for high-potential employees and new, emerging, and women leaders in partnership with executive sponsors and the AMA.
- Designed and facilitated learning experiences for employee, leader, and executive audiences. for key talent selected to lead leading transformation, creating a single source of truth for asset-related data.

› **Managing Director - Talent Development, Southern Company Gas (2014-2017)**

- Promoted to lead enterprise leadership development, employee engagement, culture building, talent assessment, and performance management.
- Designed and deployed a performance management model with core competencies to set consistent standards and pay scales for 3,500 employees across 13 subsidiaries.
- Launched a New Leader Boot Camp program to build the capabilities of frontline leaders as the company doubled in size and managers retired from their roles.
- Built blended 70-20-10 learning curricula and enabled 24/7 access to development programming through an on-demand digital resource center.
- Earned the Excellence Award for Achievement in Talent Management from the American Management Association.
- Led the creation of an on-demand resource center that offered quick reference guides to support just-in-time learning.
- Built a succession planning framework and process for director-level roles to support highly technical discussions including talent review processes by developing tools for establishing timelines, discussion guides, and communication plans.
- Developed and deployed a competency-based framework connected to compensation to support a pay-for-performance culture for a diverse employee population with distinct business metrics across business units and functions.
- Partnered with the business and key service areas including Safety, Ethics & Compliance to develop a Voice of the Employee survey by sourcing and selecting vendors and leading VOE reporting to inform organization-wide strategic decision-making.
- Act as an internal change management SME and Enterprise Talent Management Lead for executives and business leaders during integrations by

› **Director of Organizational Effectiveness, Southern Company Gas (2009-2014)**

- Increased retention by 19% in FY13 by launching 7 onboarding programs with 1,700+ hours of training for 500 staff.
- Designed and deployed a workforce progression model with career paths and performance metrics for 700 staff.
- Redesigned the Oracle-based performance management process in partnership with the business for greater user ease.

› **Senior Consultant - Talent Development, Southern Company Gas (2008-2009)**

- Assessed talent management needs and secured executive buy-in and L&D investment.
- Generated a 50+% increase in repeat business by improving business partner engagement and learning outcomes.

› **Master Trainer - Leadership, The Home Depot (2006-2007)**

- Designed and delivered leadership and organizational modules to develop working professionals teaching campus-based courses and facilitating remote learning (e.g., Blackboard).
- Mentored and coached professionals on ways to leverage and apply learning to grow and increase individual, team, and organizational effectiveness in their current roles.

› **Adjunct Professor - Organization Leadership, Mercer University (2008-2014)**

- Managed the Leadership Institute for the Finance Division, working directly with the CFO to create a pipeline of talent through the Internal Audit Leadership Program and "Leaders as Teachers" initiative.