

Deborah Glynn

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HR, Diversity & Leadership Consultant

A Recognized Leader in HR, Diversity, Leadership Development & Talent Acquisition

Senior Executive and Consultant with more than 20 years of success across the marketing, big data, technology, and advertising industries. Extensive experience in operational leadership for large scale organizations. A valuable asset for start-up to established mid-size companies requiring expert assistance with growth strategy, talent acquisition, diversity initiatives, executive leadership, executive search, and executive coaching. Broad areas of expertise include organizational change, team leadership, marketing, consulting, infrastructure development, scaling, diversity, leadership coaching, talent acquisition, executive search, and best practice development and training.

EDUCATION

Doctor of Education, Organizational Change & Leadership

University of Southern California, 2017

(Research & Dissertation: Addressing the Gender Gap in the Technology Industry)

Master of Science, Organizational Leadership

Regis University, 2013

Bachelor of Arts, Communications

University of Iowa, 1987

EXPERIENCES AND ACHIEVEMENTS

LIEBERMAN RESEARCH WORLDWIDE, Los Angeles, CA

2018 - Present

Vice President Talent Acquisition

Developed and evolved overall Talent Acquisition strategy for established organization during a period of aggressive growth.

- ♦ Leveraged industry, competitor and business trends to proactively elevate the company talent brand and employee proposition.
- ♦ Developed, lead and mentored Talent Acquisition team.
- ♦ Partnered with business leaders to align headcount plans with growing company needs.
- ♦ Collaborated and partner with stakeholders across functional organizational lines.
- ♦ Effectively selected and implemented new Applicant Tracking System (Greenhouse) and other technologies to increase recruiting efficiency
- ♦ Partnered with Marketing team to develop employment messaging and lead development of employment brand and career site and portals.

UNIVERSITY OF SOUTHERN CALIFORNIA, Los Angeles, CA

2016 - Present

Adjunct Professor, Marshall School of Business

- ♦ Professor for Organizational Behavior and Leadership in the Marshall School of Business Department of Management and Organization.
- ♦ Professor for Bovard, Masters in Human Resources Management program
- ♦ Faculty Facilitator Robert J. Coury Applied Leadership program.

THE GLYNN GROUP

2015 – 2018

Management Consultant

Executed Management consulting and complex career searches for high growth clients in the technology industry.

- ◆ Partner with small to mid-size, high growth clients, in the media and technology industries, to help them develop and implement leadership training, team building, talent acquisition and retention strategies.
- ◆ Develop diversity recruiting and retention initiatives.
- ◆ Specializations include employee motivation, leadership training, hiring practice evaluations, employment brand alignment and executive search.

ORACLE/DATALOGIX, Westminster, CO

2014 – 2015

Director, Talent Acquisition

Designed, developed, and implemented talent acquisition strategies that achieved objectives during a period of rapid growth. Quickly recruited top quality candidates using innovative sourcing, social media, and other recruiting best practices.

- ◆ Developed and managed staffing processes and procedures that ensured effective and efficient business operations.
- ◆ Developed company-wide best practice training program.
- ◆ Evaluated company hiring needs and team structure through collaboration with executive team.
- ◆ Successfully created and implemented employment branding campaign and outstanding candidate experience initiative.
- ◆ Defined recruiting metrics and reporting, evaluating practices to further business objectives.

THE INTEGER GROUP/OMNICOM GROUP, Lakewood, CO

2011 – 2014

Senior Talent Manager

Directed and managed talent acquisition team, delivering all facets of recruiting success throughout multiple departments, including career portal, applicant tracking system, employee referral program, and vendor management.

- ◆ Developed and Led Company and network recruiting and interview trainings, ensuring a positive candidate experience and alignment of corporate employment brand.
- ◆ Developed and streamlined enhancements to sourcing, recruiting, and assessment processes, ensuring greater efficiency across department and agency.
- ◆ Successfully created and implemented strategic marketing programs to increase employment brand and engagement through social media, employment branding, and recruitment advertising campaigns.
- ◆ Presented case study of Integer's Employment Branding Campaign at LinkedIn TalentConnect Conference in 2013.
- ◆ Maximized efficiency through managing and leveraging ATS, offer letter portal, LinkedIn recruiter seats, Talent Pipeline, employee referral program, agency intern program, social application process, SEO, and all talent acquisition technology.

VAIL RESORTS, Broomfield, CO

2009 – 2011

Lead Recruiter, Talent Acquisition Guide, Ski Instructor

Led recruiting team of five for Vail Mountain and Vail Hospitality.

- ◆ Effectively organized sourcing systems and practices, implementing strategies to rapidly recruit qualified, ideal candidates.
- ◆ Managed team of 12 seasonal recruiters.
- ◆ Explorers ski coach.

FREELANCE CONSULTANT, Chicago, IL/Boulder, CO

2000 – 2010

Marketing Consultant

Provided employment branding, public relations, Search Engine Optimization, and social media marketing strategy and implementation to clients, ensuring effective, successful brand identity and market saturation.

- ◆ Developed internal and external marketing campaigns for corporate division of upstart trade company, as well as various retail and service-based companies.
- ◆ Creatively designed websites and collateral materials.
- ◆ Planned and implemented media campaigns, generating new leads for clients.
- ◆ Collaborated and consulted with clients to improve promotional campaigns, trade shows, conferences, and annual meetings.