

Taryn Andreas

Talent Strategy and Performance Leader

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Strategic Talent Management professional with 15 years multi-functional experience in leadership development, executive onboarding, global assignments, training delivery, employee engagement, diversity & inclusion and coaching & mentoring in rapid-growth global business environments

GAP INC., SAN FRANCISCO, CA

MAY 2020 – SEPTEMBER 2021

DIRECTOR, TALENT STRATEGY AND PERFORMANCE (TS&P)

Talent Management Strategies, Technology and Operations delivery for organization

- Lead the central design and program management of enterprise talent development programs
- Drive company talent practices/culture/equality & belonging work across the organization by embedding into our program design
- Support the design of new corporate functions specific talent solutions
- Partner with HRBLs to execute and support delivery of talent and performance management strategies
- Leverage work and capabilities across TS&P team to become more agile
- Design and launch communication tools to showcase TS&P initiatives via company intranet
- Manage TS&P budget spend as needed
- Ongoing support and advocacy of Be One. Get One. mentoring efforts across the globe

JANUARY 2018 – MAY 2020

DIRECTOR, ENTERPRISE TALENT MANAGEMENT

Enterprise Talent Solutions and Learning & Development Initiatives

- Created and executed learning strategies in partnership with the Head of Learning & Development, D&I team and talent leaders across Enterprise brands and functions globally
- Role modeled talent philosophy & lead experienced direct reports; built pipeline and accurately assessed talent; operated as a trusted talent advisor to leaders & teams
- Built and enhanced stakeholder partnerships through demonstrating in depth understanding of key business goals and strategies; lead L&D project teams to design global enterprise learning solutions
- Conducted accurate needs assessments and delivered quality learning solutions to build capability
- Partnered with peers to build effective strategies and tools for coaching and development planning – launched an L&D Forum
- Built and maintained strategic relationships with external vendors and thought partners
- Planned and managed allocated budget to support learning strategy

FEBRUARY 2017 – JANUARY 2018

SENIOR MANAGER, TALENT MANAGEMENT CORPORATE FUNCTIONS

Talent Solutions and Learning & Development Initiatives

- Partnered with Talent Management leadership to identify and execute learning strategies that support global functions to maximize employee potential, build sustainable people capability and support the achievement of Gap Inc. business goals
- Assessed, designed, developed and managed innovative learning solutions and programs to address the training, development and engagement needs of talent across corporate functions
- Delivered expert facilitation for all core learning solutions adapting facilitation style to meet the audience needs; deliver learning via multiple vehicles (instructor led training, discussion facilitation, blended learning, etc.)
- Marketed talent development solutions across all client groups; created energy and awareness around offerings and support ease/simplicity around participation
- Managed, influenced and collaborated in a complex matrix environment, driving to solutions across multiple teams with competing priorities

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WALMART STORES, INC. BENTONVILLE, AR

MAY 2015 – FEBRUARY 2017

SENIOR MANAGER, WALMART U.S. REALTY HUMAN RESOURCES

Human Resources Program Initiatives

- Focused on large and complex talent strategies and initiatives for the Realty Division including the design and implementation of on-boarding plans, summer intern rotational program, senior leadership quarterly events, and associate engagement activities including mentoring programs
- Partnered with senior HR leaders to ensure consistent and successful completion of talent review and performance management processes for Walmart Realty; consultant to HR leaders to identify, implement and measure innovative talent solutions to enhance team cohesion and performance
- Managed the execution of multiple business plans and ad-hoc projects that impacted over 3000 field and home office associates; supported HR business partners through streamlined communication efforts to effectively engage senior leadership across Realty Division (Energy, Construction, Real Estate, Store Operations, etc.)

MANAGER II PROGRAMS AND PROCESSES, WALMART U.S. STORES

Field Talent Delivery Training Initiatives

- Supported the strategic business plans for six talent centers for the West and South-Central Divisions for store operations including the design and measurement of Standard Operating Procedures
- Managed the design and implementation of customized on-boarding plans for new to role Regional General Managers and Field Talent Delivery Senior Managers and Facilitators; designed and assessed new-to-role experiences and created training plans/business immersions; developed surveys to track, measure and report on progress of new hire onboarding
- Focused on the development and implementation of team engagement strategy (which included: Wake Up Wednesday {a monthly webinar} women's roundtable discussions, leadership mentoring circles, and leadership meeting for team building) that positively impacted field training associates across 6 divisions
- Designed and managed talent planning and performance management data collection/reporting

FOREVER 21, LOS ANGELES, CA

DECEMBER 2013 – APRIL 2015

TRAINING AND TALENT DEVELOPMENT MANAGER II, HUMAN RESOURCES

Employee Engagement Programs and New Hire Onboarding

- Designed and implemented employee programs and processes focused on engagement, new hire experience and recognition to positively impact the growth and retention of talent
- Managed and designed tools for corporate on-boarding initiatives; launched on-boarding program for all levels of the organization; facilitated executive level on-boarding including building training schedule/store immersions for initial transition period
- Managed high-energy employee recognition program on a quarterly basis that reached 3,000+ employees to enhance in-role satisfaction and long-term retention; launched new career development strategy to promote succession planning practices in the corporate office
- Facilitated New Hire Orientation training weekly for corporate office employees as well as District/Regional store leadership; delivered classroom learning through the Leadership Development Program for hi-potential employees to accelerate next level readiness

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SVI MARKETING AGENCY, SPRINGDALE, AR

FEBRUARY 2013 – FEBRUARY 2014

INSTRUCTIONAL DESIGNER - CONTRACT

- Collaborated with subject matter experts to create and deploy instructional course content (e.g., functional training guides, leadership development courses/modules, communication products and services); managed relationships (internally) to ensure quality, consistency and relevance of course materials.

WAL-MART STORES, INC. BENTONVILLE, AR

DECEMBER 2006 – MAY 2012

SENIOR MANAGER SUSTAINABILITY, CORPORATE AFFAIRS

Sustainability Efforts

- Focused on globalizing Walmart's Sustainable Value Networks (SVNs) by partnering with senior leadership to develop relationships to create a unified vision across the International markets

MANAGER II PROGRAMS AND PROCESSES, GLOBAL TALENT MANAGEMENT

Corporate Mentoring Program

- Led strategic efforts on talent growth through the design and launch of the Mentor Me program, including large scale events such as National Mentoring Month Speaker Series hosted by noteworthy external business leaders, as well as the design and implementation of Walmart TV live mentoring broadcasts

Executive Onboarding

- Led the redesign of executive onboarding tools which focused on lifecycle management to ensure each Walmart officer had the opportunity to grow to their fullest potential through deliberate processes
- Designed and helped HR leaders execute customized onboarding plans for their new officer that outlined critical first 90-day requirements and expectations as well as development and training experiences to accelerate time to productivity in role

EDUCATION

- **Bachelor of Arts in Psychology** University of Arkansas, Fayetteville
- **International Study Abroad** – Spanish studies in Seville, Spain
- **Expatriate in Germany** – located in Düsseldorf, Germany