

Eddie Pérez

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PROFESSIONAL SUMMARY

Dedicated learning and development consultant with a strong background in leadership development, coaching, facilitation, and organizational development. Proficient in designing and delivering engaging leadership development programs, expert training, enhancing KPIs, and preparing facilitators and emerging leaders for growth and success. Adept at collaborating with senior leaders to drive organizational excellence and growth.

Fluent in both English and Spanish, enabling effective communication and facilitation in diverse environments.

- Improved employee morale by 60% and increased performance by 43% across key performance indicators (KPIs) through leadership development initiatives.
- Provided individual leadership support to 100 executives, supervisors, and emerging leaders, earning a 98% approval rating.
- Recognized for outstanding contributions to program development, achieving a 95% approval rating from middle managers for pioneering emerging leaders' programs.
- Increased year-over-year participant engagement by 40% by crafting a comprehensive 3-year leadership development program for a 1,500-member executive audience.
- Attained an 80% culture approval rating on the DRIVE survey and elevated employee retention to 90% post-merger and acquisition while leading large-scale change initiatives for a 300-person engineering firm

Multi-faceted executive with expertise in:

Leadership Development
Change Management
Organizational Effectiveness
Employee Success Strategies
Bilingual Spanish

Expert Training/ Facilitation
Strategic Planning
Qualitative/ Quantitative Analysis
Performance Appraisal
Process Improvement

Program Management
Leadership Coaching
Focus Groups
Management Consulting
Customer Service
Cost Control

EXPERIENCE

SENIOR LEADERSHIP DEVELOPMENT FACILITATOR

2021 – Present

DMS International: Silver Spring MD

Deliver and co-design employee leadership development workshops, and review materials as needed to improve and influence learning outcomes for leaders at all levels of the Federal Aviation Administration (FAA). Provide expertise regarding leadership best practices, training approaches, operational functions, and leadership assessments to achieve business and leader objectives. Participate in delivering and obtaining leadership feedback to promote personal, team, and corporate development.

- Provide synchronous and asynchronous leadership workshops while coaching aspiring managers and senior leaders in developing individual and collective capabilities required to increase individual and team effectiveness to 100%.
- Develop, execute and create measurable outcomes for professional learning and development initiatives, including coaching, training, and feedback sessions. These activities are aimed at enhancing the process of professional goal identification and the acquisition of new capabilities and skills

- Utilize philosophies of adult learning theory in course delivery to determine most appropriate and suitable learning styles.

SENIOR TALENT DEVELOPMENT FACILITATOR/COACH

2021 – Present

Powertrain Inc.: Hyattsville, MD

Collaborate with executive leaders to define professional goals, co-develop strategic plans to inspire teams, cultivate cultures of excellence, and deliver results leveraging Appreciative Inquiry, leadership training, and 360, DISC assessment tools.

- Offer high-quality training and top-notch leadership coaching to successfully guide 150 military leaders in instituting organizational change.
- Cultivate strong, relational partnerships with clients. Deliver on-site leadership training and coaching to senior military leaders.

PART-TIME FACULTY, ORGANIZATION DEVELOPMENT, AND LEADERSHIP (GRADUATE, UNDERGRADUATE PROGRAMS)

2018 – Present

University of Denver: Denver, CO

Facilitate synchronous, and asynchronous leadership development courses to large and small groups focused on organizational change, organizational behavior, strategic alliances, and leadership development topics. Coordinate with multiple stakeholders and university faculty affiliates to monitor student challenges, stimulate creativity, and initiate data-driven decisions. Consistently scored in the top 90% of student-faculty approval ratings according to university benchmark metrics for facilitators; recognized for teaching excellence in 2021.

- Deliver courses to more than 400 undergraduate and graduate students in all facets of organization and leadership development to improve productivity and establish leadership pathways.
- Designed Front-Line Manager curriculum for a multimillion-dollar hospitality RFP that led to a successful contract award for developing new managers and improving overall hospitality team business objectives.

PRINCIPAL CONSULTANT- LEARNING AND TALENT DEVELOPMENT

2013 – Present

TierraFirma Consulting : Denver, CO

Unify leader development processes into overall master strategic plans to lead multidisciplinary teams and effectively raise bottom-line performance of organizations. Offer quality strategic planning services, training, and coaching support to diverse clients to implement change and develop and retain talent at every stage of customer lifecycle. Deliver uniquely tailored leadership training, coaching solutions, and data-driven client assessment tools to evaluate organizational behavior, key performance indicators (KPIs) and strategic change to make informed decisions. Manage organizational budget worth \$1.5M. Analyze clients' needs and resolve key concerns to drive ROI. Design 4-year leadership development program strategy for company with 1,500 executive learners, resulting in 40% increase in members yearly.

- Analyze leadership evaluations, conducted focus groups, utilize 360 feedback, ADKAR model, Resilience Leader Scale, Appreciative Inquiry, and Strengths Finder 2.0 to leverage leader and organizational strengths and opportunities for development.
- Spearhead leadership development efforts that led to 60% enhancement in employee organizational approval ratings and 43% improvement on key performance indicators (KPIs).
- Acknowledged for excellence in coaching for emerging leaders' program, resulting in gaining 95% approval score from middle managers.

- Develop train the trainer leadership development programs and enhanced leadership training capacity of 300 training professionals, resulting in 70% improvement in organizational leadership development strategy approval rating.
- Conduct individual leadership coaching for 100 executives, supervisors, and aspiring leaders to improve leadership effectiveness and achievement of goals while attaining 98% approval rating.
- Facilitated over 200 leadership development consultations, workshops, with executive leaders, corporate teams, and organizations achieving a 95% approval rating in post-engagement surveys.

DIRECTOR EMPLOYEE EXPERIENCE

2010 – 2013

TARA Consulting: Denver CO

Partnered with C- suite-level executives to develop corporate cultures of excellence and institute enduring core values. Audited organizational competencies and culture to align human capital with strategy and organizational culture. Maintained and presented comprehensive culture change to maximize retention and morale for a 300-member business unit that ultimately increased culture perception by 46% and employee performance by 28%.

- Created leadership resource guide, training, and leadership development program, used by 30 sites, over 40 leaders, and 400 learners in first year of implementation to gain and retain top talent, increase job satisfaction, and improve productivity.
- Managed 15 aspiring manager teams with 130 employees to accomplish overall objectives and specific team deliverables.
- Performed more than 60 Appreciative Inquiry focus groups with change sponsors and leaders at various organizational levels to build and foster leadership competencies and elevate organizational productivity.
- Executed global leadership campaigns and strategic, operational oversight for three leadership programs with more than 500 participants on annual basis to monitor and improve company processes.
- Introduced mentorship program while collaborating with 10 management teams to advance current organizational leadership skills, nurture high-potential employees, that led to increased morale by 44% within three years.

ADDITIONAL WORK HISTORY

- **U.S. Army Special Forces**, U.S. Army, Colorado Springs, CO
- **Director Leadership Programs**, Leaders Challenge, Denver, CO
- **Regional Director**, Urban Leaders Fellowship, Freelance Denver, CO
- **Organizational Development Consultant**, Employers Council · Freelance, Denver, CO

EDUCATION & CERTIFICATIONS

Doctor of Philosophy (PhD.) Leadership and Change (Resilient Networks and Leadership Ambidexterity)

Antioch University

Master of Arts (MA), Leadership and Change

Antioch University

Master of Professional Studies (MPS), Leadership (concentration) Strategic Innovation and Change

University of Denver – Denver, CO-*Magna Cum Laude*

Bachelor of Arts (BA), Leadership and Organizational Development

University of Denver – Denver, CO- *Suma Cum Laude*

PROFESSIONAL DEVELOPMENT

English (Fluent) / Spanish (Fluent)

HONORS & AWARDS Tillman Scholar, Urban Leaders Fellow, Change Leadership Award: Tara Consulting / Career Champion (University of Denver) / Bronze Star with valor device: U.S. Army

COMMUNITY ENGAGEMENT Board Member: Community Resource Center / Board Member: Museum of Outdoor Arts / Student Mentor: Veteran Mentor Network / Advisory Board: University of Denver - University College

CONFERENCE SPEAKING Event Speaker, International Leadership Conference (Resilience Thinking During Times of Disruption) / Event Speaker, Pat Tillman Foundation Conference (Leadership in a Post-Covid Era)

TRAINING, WORKSHOPS

Center for Creative Leadership (CCL)

CCL: Leading People through Change and Disruption (2018)

CCL: Better Conversations and Coaching (2019)

Department of Defense: Advanced Coaching for Senior Military Leaders (2021)

Facilitation: In-person, Synchronous, Asynchronous—Advanced Leadership Development Instructor Training, Motivation-teambuilding, Emotional Intelligence- Impacts on building learning capabilities, Decision Making for Leaders, Building High Performing Teams, Systems Thinking, Complex Problem-Solving, Strategic Planning, 21st Century Leadership for Senior Air Force Leaders, Leading Change for Transformation, Leadership, Leading in Teams, Leadership Development, Inquiry, Influence, and Implications, Organizational Behavior, Inquiry Influence and Implications, Aspiring Managers Course, Senior Leadership Development, Senior Facilitator Course.

INTERESTS

Currently learning sales leadership coaching (Kornferry) Outdoors, Family, Reading, Travel, Flyfishing, Sports, Contributing to Veterans Initiatives