

# TIFFANI A. WORTHY, EdD, PMP

609-232-2143 • [tiffani.worthy@gmail.com](mailto:tiffani.worthy@gmail.com) • <https://www.linkedin.com/in/tiffaniworthy>

**Over 15 years of experience as a senior executive and strategic business partner.**

**Broad range of achievements towards the optimization and fulfillment of organizational goals.**

Visionary leader who excels in analyzing an organization's growth opportunities, identifying areas for improvement, and creating strategies to meet immediate and long-term goals. Partners with leaders, team members, vendors, and others to facilitate implementation of change management initiatives.

Champions diversity and inclusion.

## PROFESSIONAL EXPERIENCE

DAY & ZIMMERMANN – Philadelphia, PA – 2012-Present

*Specializing in engineering, construction, maintenance, and modification services for nuclear power and fossil plants.*

### **Senior Director, Training & Development – Engineering, Construction & Maintenance (ECM)**

Strategically identifies training requirements, recognizes performance improvement opportunities, and creates staff development strategies for 20,000 employees (senior leaders to workforce team members). Provides recommendations to the Presidents of business units. Implements solutions to enhance the organizational culture, including increasing the emphasis on accountability and developing project management competencies. Manages \$800k annual training budget and team of 7. Delivers customer presentations to capture new business growth opportunities. Some of the customers include PSE&G, Entergy Corporation, Duke Energy, Arizona Public Service, Dominion Power.

- **Developed and credentialed over 80 project management professionals** in customer-facing roles. Earned customer commendations for Project Management Development program.
- **Developed curriculum & deployed over 20 training sessions to 7,500 employees over a 4-year period**, including face-to-face and online training. Generated significant cost savings by removing duplicative training and leveraging technology to administer training for individual development plans.
- **Created and executed plan to deploy the Oz Principle (*accountability model*)** from the President of the business unit through individual contributors. Trained over 2,200 team members on the Oz Principle; commended by customers for increased accountability organization-wide.
- **Nominated and selected to serve on D&Z Diversity Council, ECM Diversity & Inclusion Council, and led an Employee Resource Group for 2 years.** Key project team member to create the first ECM Diversity & Inclusion Council and sustain its progress. Increased ERG membership and participation 60%, gained renewed commitment from the Chairman/CEO to the group.

M.C. DEAN – Dulles, VA – 2009-2012

*Specializing in electrical engineering and systems integration services for the Department of Defense and others.*

### **Director, Learning & Development**

Led group of 20 talent management and HR professionals who comprised Instructional Design, Leadership & Staff Development, Continuing Education & Professional Development, and Apprenticeship Programs teams. Supported 4,500 staff employees and managed \$4.5M annual budget. Created professional academies for project leadership and degree programs through partnerships with colleges/universities. Represented the CEO at multiple board meetings on construction and building trade initiatives. Created and sold training programs to customers.

- **Led strategic initiative to create lifelong careers and improve employee retention.** Conducted company-wide analysis to redesign job descriptions, reclassify positions, align compensation, identify training requirements, and define promotion criteria to promote fair, responsible hiring and retention practices.
- **Developed a comprehensive learning management system** through a joint effort with a dedicated IT team in the Ukraine, with the system providing access to educational opportunities via video, classes, and articles among others. Built learning management system in Moodle. Recognized for efforts on project that required an extremely high level of creativity and technical specificity.
- **Created and implemented professional academies** in response to organizational needs, including Project Management Academy, Superintendent Academy, and Foreman Academy. Professional academies were well-attended, became part of employees' career development plans, and facilitated promotions.

**PROFESSIONAL EXPERIENCE, continued**

THE GEORGE WASHINGTON UNIVERSITY – Washington, D.C. – 2007-2009

**Human Resources Business Partner**

Advised the Senior Associate Vice President of Operations on HR strategy and tactical execution for multiple goals, including: increasing effective communications; improving performance management; making a positive impact on the organizational culture; promoting strategic recruiting; and strengthening operational efficiencies. Provided support for 600 employees and managed 3 labor unions.

- **Developed and implemented a new Performance Management System** in a joint effort; new system required quarterly check-ins, evaluations for all employees, and engagement from senior leaders.
- **Created background check policy for university-wide implementation**, interacting with General Counsel, EEO Officer, Chief Human Capital Officer, and other senior level stakeholders to gain inputs; anticipated results included reduced litigation, decreased risk of hiring sex offenders and felons, and reduced challenges from employees who felt they were unfairly targeted.
- **Implemented culture change initiative to increase employee engagement and improve productivity** using strategic and tactical methods including coordinating and hosting All Hands Meetings for senior leaders to discuss activities and accomplishments within the organization, respond to employee inquiries, and provide public recognition for employees' contributions.

UNITED STATES ARMY – Multiple Locations – 2000-2007

**Deputy Director, Personnel & Administration (2006-2007) ♦ Director, Administration & Logistics (2004-2006)****Commander (2003-2004) ♦ Lead Human Capital Officer (2002-2003) ♦ Operations Manager (2000-2002)**

- **Nominated to serve as a Company Commander in the Republic of South Korea**, overseeing unit that managed in-processing and out-processing for 30,000+ soldiers annually. Delivered career related competency training for career paths. Served as the youngest Commander in the division, earning a Meritorious Service Medal.
- **Awarded Bronze Star Medal** for Operation Iraqi Freedom; honorably discharged.
- **Met and exceeded a broad range of HR goals in peace-time and war-time** throughout military service.

**AWARDS & EDUCATION****Awards**

- *Zeta Phi Beta Sorority Inc. - Zeta Delta Zeta Chapter, Honoring Excellence in Burlington County: Excellence in Leadership, May 2018*
- *National Hook Up of Black Women Camden Chapter, Dedicated & Involved in Volunteer Advocacy (DIVA) Award recipient, May 2018*
- *The Senate & General Assembly Joint Legislative Resolution for meritorious record of leadership and commitment, February 2018*
- *NJ Black Businesses, Best Non-Profit Award, November 2017*
- *Philadelphia Business Journal: 40 under 40, April 2017*
- *Willingboro Township: Phenomenal Woman Award, March 2017*
- *Willingboro Education Association: Willingboro's Finest Community Organization, May 2016*
- *Advisory Council on Women and the Burlington County Board of Chosen Freeholders: Outstanding Woman of Burlington County (NJ), March 2016*
- *US Senator Robert Menendez: Certificate of Special Senate Recognition for outstanding and invaluable service to the community, March 2016*
- *Day & Zimmermann: Betterment Award (Diversity & Inclusion), November 2013; Nominated 2014 (Across the Boundaries Partnerships), Nominated 2016 (Community Service), Nominated 2017 (Community Service)*

**Doctor of Education (EdD) in Human & Organizational Learning, 2012**

THE GEORGE WASHINGTON UNIVERSITY – Washington, D.C.

**Master of Arts (M.A.) in Human Resources, 2005**

WEBSTER UNIVERSITY – St. Louis, MO

**Bachelor of Science (B.S.) in Environmental Engineering & French, 2000**

UNITED STATES MILITARY ACADEMY – West Point, NY

*PROFESSIONAL EXPERIENCE, continued*

***Additional Information:***

Adjunct Professor & Course Chair, Drexel University

Founder & CEO, **All Things Are Possible Foundation** A 501c3 nonprofit organization with a mission to empower the youth and enhance the community. Located in Willingboro, NJ.