

Contact

www.linkedin.com/in/diadharris
(LinkedIn)

Top Skills

Leading Change
Leading people
Driving Results

Certifications

2024 Chief Diversity Officer
Bootcamp

Honors-Awards

2015 Diversity and Inclusion
Excellence: Employer Winner:
Developing Diverse Leaders of
Tomorrow

2013 Recruiting Excellence: Large
Employer Winner - Be Vital Challenge

2014 EACE Pre-Conference
Speaker

Dia D. H.

I allow, permit, & encourage U 2 b as authentic as possible. I own my views. Let me repeat that.....I own my views. I authentically live as Dia.

United States

Summary

Opinions are my own, Dia D Harris!

Creating, developing, and delivering experiences excite Dia. His focus is on professional development, strategic leadership, and interpersonal skill development for existing and up-and-coming organizational leaders. Dia studies his audience and analyzes needs and wants to deliver interactive and impactful presentations with vision. Further, Dia helps companies/organizations develop programs that attract, recruit, and retain.

Established, successful programs which include:

- * Lafayette College – Prologue
- *Bates College – Prologue to Bates
- *Johnson & Johnson – Developing Leaders of Tomorrow

Dia has presented dynamic Professional and Personal Development, Leadership Development, Talent Acquisition, and Community Relations.

Dia's passion in life is to serve as an advocate. An advocate for those who need to be:

aroused by divine influence!
Words have meaning.

moved to action!
Empowerment.

cannot bear the weight of...!
Strength and Encouragement.

Experience

Administration for Children and Families (ACF)

Chief Organizational Development Officer

August 2023 - Present (1 year 7 months)

Washington, District of Columbia, United States

- Lead the implementation of strategic workforce initiatives across the agency.
- Develop and execute action plans to support organizational goals and foster a high-performance culture.
- Provide leadership in recruitment, employee engagement, and retention to support the agency's mission and vision.
- Build relationships and collaborate with cross-functional teams to support organizational priorities.
- Lead efforts to advance organizational development and ensure alignment with overall business strategy.
- Provide consulting and guidance to senior stakeholders on strategic planning, leadership development, and talent management.
- Implement best practices to enhance employee retention, satisfaction, and organizational performance.
- Design and deliver training programs to support professional growth and organizational success.

BNY Mellon

Director of Recruiting: Global Head of Talent Pipeline Programs

May 2021 - August 2023 (2 years 4 months)

- Drive global recruiting initiatives to support BNY Mellon's long-term workforce strategy through creation and execution of detailed work plans.
- Engage with business leaders, employee resource groups, and external partners to enhance talent pipeline programs.
- Stay informed on best practices in recruiting to ensure the effectiveness of talent acquisition programs.
- Network and build relationships with educational and professional organizations to attract top talent.
- Leverage data analytics to measure recruitment progress and adjust strategies to meet business needs.
- Define recruiting strategies aligned with organizational goals and implement tailored initiatives across regions.
- Consult with business leaders to align recruiting efforts with the firm's strategic objectives.

- Represent the company at industry conferences and professional events, acting as a spokesperson when appropriate.
- Provide guidance and mentorship to junior team members to build a high-performing recruiting team.

Amazon

Sr. Talent Program Manager

August 2020 - May 2021 (10 months)

- Lead the development and execution of talent management strategies in collaboration with HR, business leaders, and recruitment teams.
- Provide subject matter expertise in talent acquisition and employee development to drive measurable results.
- Partner with cross-functional teams to launch and execute programs that support business goals.
- Develop and implement key performance indicators (KPIs) to measure the success of talent initiatives.
- Manage project plans to achieve recruitment and retention goals across multiple business units.
- Identify and mitigate risks to ensure the timely and successful execution of talent programs.
- Use data insights to drive continuous improvement in recruitment, retention, and talent management processes.

Amazon Web Services (AWS)

Head of Cloud Computing Recruiting: Early Career Talent

November 2018 - August 2020 (1 year 10 months)

- Lead the AWS Early Career Talent Cloud Computing team.
- Develop and implement a strategy for the AWS Early Career Talent Cloud Computing team.
- Manage the day to day execution of process and strategy.
- Partner with businesses to understand hiring requirements and develop university recruiting strategies to achieve hiring goals.
- Manage full life cycle of candidates for Early Career Talent Cloud Computing team – Full Time and Intern to include but not limited to sourcing, screening, qualifying, prepping, closing, and onboarding.
- Manage relationships with diversity conferences and universities/colleges that lend to the pipeline development of successful candidates.
- Develop and implement a diversity recruiting strategy that would aid AWS in having a successful pipeline of diverse candidates.

Northrop Grumman Corporation

Manager, University Relations and Recruiting

March 2017 - November 2018 (1 year 9 months)

Washington D.C. Metro Area

- Manage the day to day execution of process and strategy for sector University Relations & Recruiting (UR&R).
- Execute Talent Ambassador program in collaboration with senior executives and hiring managers participants.
- Partner with PDP Manager on recruitment and synergy of programming strategies.
- Manage the budget for UR&R programs and Aid to Higher Education (AHE) grants.
- Partner with divisions to understand hiring requirements and develop university recruiting strategies to achieve hiring goals.
- Manage training, process improvement, and governance for UR&R.
- Lead initiatives associated with developing efficiencies and enhancements to UR&R Programs.
- Supports the analysis of talent acquisition data and metrics against strategic goals.
- Create and optimize reports, identify trends, and recommend action for process improvement and system optimization.
- Represent sector at Enterprise University Relations Council meetings.
- Lead UR&R Team meetings with key stakeholders to include PDP and Division Reps to provide updates, collaborate on workforce planning and UR&R strategies.
- Collaborate with Enterprise and cross-sector partners on recruitment, placement and programming opportunities.

Boeing

Senior Recruitment Consultant/Portfolio Manager: Global Talent

October 2015 - March 2017 (1 year 6 months)

Arlington, VA

- Develop and execute recruitment strategies to attract top talent across multiple business units.
- Lead the recruitment marketing efforts to promote Boeing as an employer of choice.
- Partner with business leaders to define talent needs and deliver targeted recruitment solutions.
- Build and maintain relationships with universities, industry organizations, and professional networks to ensure a strong talent pipeline.

Johnson & Johnson

Senior University Relations Specialist

August 2011 - October 2015 (4 years 3 months)

- Provide strategic direction and account management for Core recruiting schools and provide market research, tools, and consulting services to internal recruiting partners to enhance and enable their university recruitment objectives.
- Lead the development of a long-term broad based university relation strategy at Core schools within North America aligned to the recruitment needs of the business to enhance J&J's presence and improve J&J's recruitment outcomes at Core schools.
- Annually develop/refine detailed school strategic plans, with clearly defined objectives, desired outcomes, diversity plan, and calendar of events. Within this strategy, manage budget allocated to each school in alignment with recruitment goals and serve as J&J's Account Manager for Core schools.
- Includes cultivating relationships with the appropriate deans, faculty, career services, admissions office, corporate relations office, student leaders, and internal alumni from Core schools to enhance outcomes.
- Assess each Core school's performance to determine overall effectiveness, review analyses with key stakeholders and use data and feedback to make long term decisions related to each school
- Includes conducting research and analysis on school data, demographics, placement statistics, school ratings, competitiveness and peer groups and majors and programs available to help formulate actionable plans to increase J&J's hiring success from Core schools.
- Keep internal client groups & core enterprise teams abreast of market trends that may impact recruitment strategies and influence stakeholders to ensure J&J's competitive positioning.
- Direct and implement social media presence and content for Johnson & Johnson talent acquisition/recruiting
- Collaborate cross functionally on social media strategy and provide deep social media expertise to deliver integrated social media campaigns with targeted objectives

KPMG

Talent Acquisition Manager

December 2006 - August 2011 (4 years 9 months)

- Manage university recruiting efforts and external relationships to support the firm's hiring strategy.

- Collaborate with business leaders to refine recruitment processes and align with organizational goals.
- Track and report on recruitment metrics and trends to support decision-making.
- Oversee recruiting programs and events to enhance the firm's presence on college campuses.

Ernst & Young
Recruiting Manager
2006 - 2006 (less than a year)

Bates College
Associate Dean of Admissions
July 2002 - July 2004 (2 years 1 month)

Arthur Andersen
Senior Recruiter
2000 - 2002 (2 years)

American University
Assistant Director of Admissions
September 1998 - August 2000 (2 years)

Lafayette College
Assistant Director of Admissions
July 1997 - August 1998 (1 year 2 months)

Virginia Tech
GA
1995 - 1997 (2 years)

Education

Penn State University

Virginia Polytechnic Institute and State University

Central High School of Philadelphia