



Lisa M. Collings, Ph.D. is the **Director, Talent Acquisition** for the Americas for **Arrow Electronics**. She has a team of 10 recruiters and coordinators who are responsible for sourcing and filling open jobs across three business divisions. The team has an average requisition load of 160 positions per month, which includes sales, engineering, finance, marketing and HR jobs. Lisa also focuses on the new hire experience, on-boarding, and college recruiting, as well as some talent management initiatives.

From 2001-2009, Lisa ran Collings Consulting as an organizational psychologist who enabled companies to achieve their business goals through human performance. Dr. Collings worked in multiple industries, including aerospace/defense, healthcare, telecommunications, financial services, and beverage. Clients included Johnson & Johnson, First Data, Coca-Cola, Johns Manville, Graebel Moving & Storage, Cisco Systems, Bank of America, Autodesk, Time Warner Telecom, Holy Cross Hospital and Western Union. Collings Consulting provided services in organization development, executive coaching and strategic business partnering for HR and Finance.

Through Collings Consulting, Lisa worked as a part time external resource for the Talent Management/OD function at First Data from 2002-2006. She served in a business partner role for multiple divisions and leaders. Her responsibilities included facilitating the succession planning process, facilitating strategic offsites, executive coaching, conducting executive assessments, managing the talent assessment of the top 50 leaders at an acquired company, and representing the SVP of Talent Management/OD with the HR Lead Team.

As Director, Human Resources Operations (1998-2000), Lisa managed a team of eight HR generalists and provided strategic and tactical HR services to seven officers and their organizations at Qwest, formerly U S West. Her responsibilities included corporate programs, such as performance review, annual salary, bonus and stock option allocation, and succession planning, as well as basic services, such as performance management, leadership development, compensation consultation, and employee relations. Lisa introduced, sponsored, and coached HR Operations employees on the performance consulting process transitioning the team to a much more strategic, consultative HR function.

As Director, Organization Development & Education (1995-1998), Lisa managed a department of 15 and ran the organization development, training, and career development functions for Texas Health Resources. She grew it from a training department to an internal consulting organization. Her responsibilities included performance consulting, the performance management process, core competency/skills assessment, 360 feedback and

development planning, and training in leadership, business understanding, and continuous improvement for over 15,000 employees. She launched the career development center, which provided career management resources, workshops, and counseling to all employees as well as external clients. She was also a key leader on the cultural integration of an acquired hospital and a merger with another healthcare system.

From 1992-1995, Lisa worked at Hughes Aircraft in employee research and training as part of the Hughes Institute for Professional Development. Her responsibilities included the annual employee opinion survey (which was developed, administered and interpreted in-house), designing and facilitating employee training courses, and organization development consultation to the business.

Lisa holds a B.A. in Psychology from U.C. Berkeley (1989) and an M.S. and Ph.D. in Organizational Psychology (1993) from the California School of Professional Psychology (CSPP), now Alliant University. She taught as adjunct faculty at the University of Denver, Daniels School of Business (2001-2002) and University College (2000-2003).