

# CHASE A. TURNER

Atlanta, Georgia | 404.578.0607 | [Turnerchase@gmail.com](mailto:Turnerchase@gmail.com) | [www.ChaseATurner.com](http://www.ChaseATurner.com)



## SUMMARY

Experienced Director in the fields of Organizational Development, Talent Management and HR. Extensive background in system and program implementation along with facilitation and management teams, talent succession and Leadership programs

**SHRM-SCP | DiSC Facilitator– Certified | Situational Leadership II, SFL Facilitator – Certified | Microsoft Office MOS Master Specialist**

## SKILLS

People	Systems	Soft Skills
<b>Management – HRBP for Corporate and field positions</b>	<b>Adobe Articulate, Captivate, Connect; Zoom – Front and backend, MS Teams</b>	<b>AMA – Mgmt. Skills for New Mgmt. Finance for Non-Finance Mgmt.</b>
Management of Learning and Organizational Development	<b>SAP SuccessFactors HRIS</b> (Recruiting, Succession, LMS, Employee Central)	Design Thinking Training for Management, IDEO
SHRM- Senior Certified Professional	<b>Cornerstone OnDemand (SLU)</b> – BGCA’s Spillett Leadership University, Performance Management, Succession, LMS, Content upload/Curriculum building	Behavioral Expert – Certified TTI DiSC; Ken Blanchard Situational Leadership - Certified
<b>Master’s degree in Organizational Leadership – Mercer University ‘16</b>	<b>Taleo – ChromeRiver – PeopleSoft (Trainer/SME/Project Rollout) (HR)</b>	<b>Dale Carnegie – Leadership Training for Managers</b>

## CAREER EXPERIENCE

April 2020 - Present  
Boys & Girls Clubs of America

Director, Talent Management Technologies *Boys & Girls Clubs of America, (Atlanta, GA | Virtual)*

- Serve as the talent management technologies consultant and practitioner to stakeholders across Boys & Girls Clubs of America (School of Exec, Management, CEO/DODs); provide guidance, support, and leadership to create, implement, market, evaluate and maintain multiple talent management solutions for organizational and professional development
- Lead solution processes from determining business requirements through the various RFPs (Cvent), selection of vendor, partnership with multiple departments, provide an implementation plan and through execution. Current account manager of both Cvent Event Management System and Whil
- Develops and prepares high quality custom and standard reporting for BGCA Safety requirements, status of CEO/DOD performance ratings, various reports for School of Board, Management, Exec.
- Collaboration with internal and external partners while serving as SME and leader of technology-based solutions
- Project and Program Manager for initial DEI Summit and programs reaching 1300+ individuals throughout The BGCA Movement.

Feb.2017 – March 2020  
Bekaert Corporation

HR Talent & Organizational Development Manager NAM – Global *Bekaert Corporation, (Marietta, GA | Zvevegem, Belgium)*

- Management of 2 HR recruiting and learning development employees (Talent recruiting associate, employee retention and special projects specialist)
- HR Business Partner for Corporate and field division. Responsible for recruiting – hiring and terminations of all management employees North America; career succession planning and nominations for current or future roles; partnership with management on employee relations
- Global implementation and rollout of Talent Development and Succession Program for management employees (High Potentials, Potentials, Sustained High Performers, Valued, Issues)
- Development of full training and e-learning suite for People Performance Management system (Online system for management/employee dialogue meetings and yearly ratings). Global company process change delivered to 17,000 employees globally (US, LATAM, Europe and Asia)

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- Oversaw organization effectiveness programs and transformational processes for corporate office and 5 plants within North America
- 80+ North American regional management hires for 2017-2020 – full cycle from interview to offer; 28 internal promotion/ step-ups based on career progression and personal development review and Talent Development program; 17 involuntary terminations and 12 severance packages offered. This includes working on expat relations, H1B/ L1 and L2 Visas and unemployment interviews.

May 2015 – Feb 2017  
Mercedes-Benz USA

Corporate Trainer | Organizational Development Specialist, Mercedes-Benz USA, Corporate Headquarters (Atlanta, GA | Montvale, NJ)

- Direct supervision and continuous development of Human Resources' Corporate Training intern and Administrative Assistant (Jan –Dec 2016); Interim Training Manager Q3/Q4 2016
- Create and facilitate in-house organizational development team-specific intervention/foundation workshops (job roles and responsibilities, SWOT analysis, DISC, Situational Leadership (Frontline and SLII) (20%), launch new training initiatives focused on new employee orientation (20%), establish/re-brand training program and core competencies (20%), Lead and direct management of intern & admin (20%), 2016-2017 budget and vendor relationships (15%), certifications (5%)
- Concept to creation of 20 departmental videos for integration into company-wide core curriculum – (Identifying vendor partner, budget management, script writing and implementation)

Oct 2013 - May 2015  
Troutman Sanders,  
LLP

Technology Trainer | Performance Support Specialist, Troutman Sanders, LLP. – 13 Domestic offices and 3 International (Atlanta based)

- Delivery of new-hire and recurrent training sessions in all firm offices in-person and virtually 50% training/35% performance support management and testing/10% administrative/5% professional development
- Project lead on specialized teams (Enterprise, Finance, IT, Local Ops) within the firm for effective program and system roll outs (Matter Centricity, Nuance, HP Scan to Print)

Dec 2012 – July 2013  
Verint Systems, Inc.

Application Learning Consultant, Verint Systems, Inc. – National

- Integration of Impact 360 (employee scheduling, forecasting, recording and quality management)
- Delivered onsite software product and production implementation; 60 - 95% travel internationally while working independently

Nov 2008 – Dec 2012  
The Home Depot

Sr. Training Supervisor, The Home Depot (Corporate) – Atlanta, GA and Ogden, UT

Instructional Designer, The Home Depot (Corporate) – Atlanta, GA

Training Specialist, The Home Depot (Corporate) - Atlanta, GA

## EDUCATION/CERTIFICATIONS



**Organizational Leadership, Master of Science- (3.93 GPA – Transcripts Available)**  
Mercer University – (Completed August 2016)



**Broadcast Journalism and Advertising Public Relations, Bachelor of Science (3.60 GPA – Transcripts Available)**  
Grand Valley State University – (Completed)

**SHRM-SCP – (Senior Certified Professional) – Society of Human Resource Management 2019 - Present**  
DiSC Certified Facilitator – TTI Behavioral Company  
Situational Leadership II (SLX and Frontline) Certified Facilitator – Ken Blanchard Companies 2016  
Microsoft Office Specialist Master - Microsoft Word; Excel; PowerPoint; Outlook

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Basic and Advanced Instructor Skills Facilitator, *The Home Depot*  
Captivate certification, *Sterling-Ledet*  
SHRM National and local member, *Society of Human Resource Management*  
CPR/AED Certification, *American Red Cross*

## PERSONAL/PROFESSIONAL HIGHLIGHTS

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**Elected Parent/ Vice President**, Atlanta Public Schools Governance Council – 2019-2021, Atlanta Public Schools



**Bestselling Amazon Author**, *Rollercoasters and Sons – A Father's Journey*, 2019