

BETH BOYD

DIRECTOR, ORGANIZATIONAL DEVELOPMENT

PROFILE

Director-level organizational development leader experienced in designing & scaling global learning, leadership, onboarding, and engagement strategies aligned to business objectives in people-first environments. I partner with senior leaders & HRBPs to diagnose organizational needs, architect OD & talent roadmaps, & deliver blended programs that strengthen culture, accelerate performance, & improve retention of high-performing talent.

WORK EXPERIENCE

2015 - PRESENT

TalentLab.Live | Global - based in NYC Metro

Fractional Director, OD | Strategy | Engagement

- Organizational diagnostics, needs assessment, & people analytics (surveys, listening sessions, & talent data).
- Global, enterprise initiatives: performance management redesign, leadership frameworks, culture/engagement strategy, succession planning, mentor programs & people-leader capability building.
- Advising Senior & Executive Leadership for over 150 companies in transformation initiatives (AI Learning, Change, Onboarding, Retention Strategies, etc).
- Digital Strategy & Transformation/Change
- Building Community in various industries & organizations, from 500 to 13000 global employees
 - Year one retention increased YOY 28% (2024)
 - Internal talent pipeline increase of 34%
- Saved four clients over \$210,000 in 2025 by bringing content design & facilitation in-house

JULY 2023 - JAN 2025

Own (A Salesforce Company) | Englewood Cliffs, NJ

Director, Global Organizational Development

- Led a team of four (L&D | Engineering Enablement)
- Reinvented Onboarding & Orientation to drive engagement & retention + 26% YOY of 1-year hires
 - Saving the company over \$110,000 in 2024 vs. 2023
- Reinvented a 3-day “Bootcamp” into an interactive experience centered around building community through transparency & play ([Own Academy Live](#))
- Created 100% of content in-house in 2024
 - Saving the company \$80,000 in 2024
- Created & facilitated [LEAD](#) & [OLGA](#) Programs for mid-level managers
 - Supported +23% retention at this level YOY
 - 9.7 out of 10 rating from participants

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🌐 <https://talentlab.live>

LEARN MORE HERE

- [What People Are Saying](#).
- [Internal Comms Samples](#)
- [Learning & Development](#)
- [Onboarding Programming](#)
- [AI Literacy & Support](#)
- [Change Management](#)

SKILLS

- Strategic Thinking
- Transformation/Change Leadership
- Leadership Development & Succession
- Employee Engagement & Culture Transformation
- Executive Partnership & Influence
- Program & Portfolio Management
- Facilitation, Coaching, Communication
- Organizational Diagnosis & People Analytics
- Rapid Prototyping

REFERENCES

Sara Coady Howe | saracoadyhowe3@gmail.com

Alyssa Lahar | alyssag10@yahoo.com

Asia Malull | asia.malull@gmail.com

Mo Vachon | mo2619@gmail.com

TECH STACK

- Office 365 & Google Workspace
- Slack
- 7Taps Microlearning
- Perplexity.ai
- Canva
- Heyzine
- QuizGecko
- [See more here](#)

WORK EXPERIENCE

■ May 2021 - January 2022

Tinder | Match Group

Learning & Development Manager

- Created the LEAD program for people leaders at Tinder
- Performance Management
- Succession Planning & Talent Calibration
- Onboarding & Buddy Program
 - People Leader Onboarding Playbook
 - New People Leader
- Worked with VP, HR & HRBP's to facilitate a RTO plan for all Tinder employees
- Created a library of asynchronous learning for all employees of Match Group brands

■ February 2020 - June 2021

NBCUniversal | Universal Studios Hollywood |

Universal Filmed Entertainment Group

Senior Manager, Learning & Development | Onboarding

- Led the Learning & Development function for 7000+ employees of USH & UFEG (including Dreamworks Animation & Focus Films)
- Led the BUILD program for next-gen USH leaders, resulting in an internal pipeline of ready leaders to move from hourly to salaried leadership positions
- Led DEI Efforts for USH in conjunction with the SVP, Human Resources
- Led Onboarding program for USH - team of 20 people:
 - 60+ new hires biweekly
 - Set the standard for Guest Service & experience in the park
- Led Digital Transformation at the onset of COVID
- Created a Digital Learning Library

FEATURED IN

- [HR For Humans at Work](#)
- [HR Vendor News](#)
- [FastCompany](#)
- [Talent Culture](#)
- [HR.com](#)

INDUSTRY EXPERIENCE

- Tech | SaaS
- Entertainment
- Media
- Retail
- Hospitality
- Healthcare | Life Sciences
- Non-Profit