

# BETH BOYD

DIRECTOR, ORGANIZATIONAL DEVELOPMENT

RIGOR | COMMUNICATION | ACTION

☎ 646-246-1380

✉ [beth@talentlab.live](mailto:beth@talentlab.live)

📍 Summit, NJ 07901

🌐 <https://talentlab.live>

## PROFILE

- Design & scale global OD and L&D ecosystems (leadership, onboarding, culture) across organizations from 800–30,000 employees.
- Partner with C-suite & PBPs to architect talent & culture roadmaps that increase year-one retention by 28% & internal pipelines by 34%.
- Lead transformation programs for Human + Agentic work, aligning people strategy to revenue & growth goals.

## LEARN MORE HERE

- [What People Are Saying](#)
- [Learning & Development](#)
- [Onboarding Programming](#)
- [Human + Agentic Talent](#)
- [Change Management](#)
- [Career Architecture | AI Embedded into Roles](#)

## WORK EXPERIENCE

### ■ APRIL 2015 - PRESENT

TalentLab.Live | Global - based in NYC Metro

#### Founder | Fractional VP, Organizational Development & Learning

##### Strategy & scope

- Executive OD and L&D partner to 150+ organizations, leading diagnostics, talent strategy, & culture roadmaps across tech, media, healthcare, and entertainment/media sectors.

##### Enterprise systems

- Built & implemented performance, succession, and leadership frameworks for companies from 875–30,000 employees, improving internal pipelines by 34%.

##### Measurable outcomes

- Increased year-one retention by 28% in 2024 via redesigned onboarding & leadership enablement programs.
- Delivered over \$210K in savings in 2025 by bringing L&D design & facilitation in-house for multiple clients.

##### Transformation / AI

- Led Human + Agentic transformation, change, & onboarding initiatives as part of broader digital transformation and productivity programs.

### ■ JULY 2023 - JAN 2025

Own (A Salesforce Company) | Englewood Cliffs, NJ

#### Director, Global Organizational Development

- Head of Global OD for Own (Salesforce Company), leading a team of four across L&D and engineering enablement to drive performance, onboarding, & culture.
- **System-level impact:** Redesigned global onboarding and orientation, improving 1-year hire retention by 26% YoY and saving \$110K in 2024.
- Transformed a 3-day bootcamp into Own Academy Live, an interactive experience that strengthened cross-functional community & increased engagement.

## 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
- Change Management

## REFERENCES

Sara Coady Howe | [saracoadyhowe3@gmail.com](mailto:saracoadyhowe3@gmail.com)

Alyssa Lahar | [alysag10@yahoo.com](mailto:alysag10@yahoo.com)

Asia Malull | [asia.malull@gmail.com](mailto:asia.malull@gmail.com)

Mo Vachon | [mo2619@gmail.com](mailto:mo2619@gmail.com)

## TECH STACK

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

## WORK EXPERIENCE

- Financial & operational outcomes: Shifted external content to 100% in-house creation, saving \$80K in 2024 while improving relevance & speed of iteration.
- **Leadership development:** Designed and facilitated LEAD & OLGA programs for mid-level managers, achieving +23% retention YoY and a 9.7/10 participant rating."

### May 2021 - January 2022

Tinder | Hinge | OKCupid | Match Group

#### Learning & Development Manager

- Owned L&D strategy for global Tinder, OKCupid, Hinge, Match employees, partnering with VP HR & HRBPs to build leadership, onboarding, & performance systems. Performance Management
- Launched LEAD program for people leaders (performance, succession, coaching), establishing a consistent leadership standard across brands.
- Designed onboarding & buddy program plus People Leader Playbook for new leaders, reducing ramp time & improving engagement scores.
- Co-led RTO strategy & communications, ensuring equitable, clear implementation

### February 2020 - June 2021

NBCUniversal | Universal Studios Hollywood | Universal Filmed Entertainment Group

#### Senior Manager, Learning & Development | Onboarding

- Led L&D for 17,000+ employees across Universal Studios Hollywood & Universal Filmed Entertainment Group, including DreamWorks and Focus Features.
- 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 UFEG with the SVP HR, embedding inclusion into leadership development & onboarding.
- Led a 20-person onboarding team supporting 60+ new hires biweekly, setting standards for guest experience & service.
- "Drove digital transformation at COVID onset, that kept operations & learning running in a fully remote context.

## FEATURED IN

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

## INDUSTRY EXPERIENCE

- Tech | SaaS
- Entertainment | Theme Parks
- Media
- Retail
- Hospitality
- Healthcare | Life Sciences
- Legal

## PLEASE VISIT THESE LINKS FOR MORE INFORMATION

- [My Portfolio](#) | Real & current sample of OD/L&D work
- [Human + Agentic Talent Design](#) | Supporting the future of work
- [Explore TalentLab.Live](#) | Gamified exploration
- [Sample of a Lite LMS Site](#) | How I organize content for consumption
- [Schedule a 30-Minute Exploratory Call Here](#)