



Donna Hastings – Associate

4801 Woodway Dr.

Suite 485-E

Houston, TX 77056

281.584.0000

833.680.2976 fax

Donna is a seasoned consultant specializing in executive coaching and leadership development. She has over 20 years of success in coaching senior executives build global leadership teams. Whether it's targeting high potentials, creating succession planning processes, coaching executives to successfully assume new roles Donna is known for her unique ability to work with senior leaders to drive organizational results through people. In addition to a strategic coach, she is been an accomplished senior executive with a solid history of leading multi-year initiatives, building high performing organizations and orchestrating enterprise-wide employee engagement.

Business Experience

Prior to assuming a full-time coaching role, she was Vice President of Talent Management for the Americas at AIG. Donna coached senior executives through several large-scale transformational change initiatives. In addition, she worked to transform HR, moving from supporting siloed businesses to a strategic HR organization. Donna upgraded talent in both North & South America to provide higher level consulting services to business units while transitioning to an HR strategic business partner model.

Earlier in her career, Donna designed and led the Talent Management Center of Excellence for Knowledge Universe, including talent acquisition, training, leadership development, and organizational development functions. Working closely with senior executives, retention among Center Directors and Teachers was boosted 12% and 20%, respectively, in two years by introducing systematic methods to improve teacher quality. This included defining teaching standards, improving sourcing strategies, creating a standard performance assessment process, implementing teacher training, and establishing a pay for performance compensation plan.

Donna also provided coaching support to a senior operations leader to assess the need and implement a significant organizational re-alignment, divestiture of unprofitable product lines resulting in a 130% EBITDA target attainment. This initiative positioned this global division to double in size in three years and attain a \$50M annual cost savings utilizing shared service functions.

Before that Donna directed global HR, OD strategy, recruiting, and education, including US and international market training in nine countries for Service Corporation International, where she supported dramatic sales growth by identifying key performance drivers using workforce planning and analytics, as well as, implementing comprehensive sales management, recruiting, and training programs.

Prior to those positions, Donna established her own training and OD consulting firm. As President she consulted with a number of companies to provide strategic planning, training, quality management, and process reengineering guidance and advice.

Education

- Bachelor of Science in Education and Marketing. East Texas State University, Commerce, TX.