

SANDIE HOOVER

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CERTIFIED EXECUTIVE COACH / TALENT MANAGEMENT LEADER / LEARNING & DEVELOPMENT VISIONARY

ORGANIZATIONAL LEADERSHIP • STRATEGIC CHANGE MANAGEMENT • GLOBAL IMPACT • INDUSTRIAL & TECHNICAL ACUMEN

Accomplished Executive Coach offering 20+ years of experience in talent management and development, aligning initiatives with HR strategies to build, shape, and implement programs, processes, and structures that drive sustainable business performance. Leverage science education, strategic mindset, technical manufacturing experience, and organizational leadership expertise to ensure a continuously improving talent pool, foster team development, and deliver cost-saving enterprise-wide efficiencies. Highly collaborative with senior leaders, executive teams, and frontline manufacturing employees, showcasing enthusiasm for the development of robust, high-performing teams, resulting in thriving business environments across diverse, global industries.

CANDIDACY PILLARS


BOARD CERTIFIED EXECUTIVE COACH • EXTENSIVE COACHING & FACILITATOR TRAINING • EXECUTIVE-LEVEL COLLABORATION & PARTNERSHIPS
TALENT REVIEW & SUCCESSION PLANNING • SENIOR LEADERSHIP DEVELOPMENT • EFFECTIVE ORGANIZATIONAL STRATEGY IMPLEMENTATION
GLOBAL PERFORMANCE MANAGEMENT • TALENT DEVELOPMENT TRENDS & BEST PRACTICES • EXPERIENTIAL LEARNING PROGRAMS

PROFESSIONAL EXPERIENCE

SIERRA NEVADA CORPORATION, Englewood, CO
Director, Talent & Development, 2023-2024

Reimagined Talent and Development team structure to create a stronger organizational system with more strategic depth, resulting in three purpose-driven teams: Learning & Development, Career Development, and Talent Management.

Deliver enterprise-wide talent strategy to ensure continuous improvement of performance management, succession planning, talent review, engagement surveys, and leadership development initiatives for a global leader in aerospace and national security. Reported to the CHRO, and led a 12-member group with three direct reports, consistently exceeding performance expectations.

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- **Established a metrics-driven structure to better align T&D and HR strategy**, resulting in three newly defined teams: L&D (CBT and IDs), Career Development (scaling high-performing leadership development programs), and Talent Management (systems and processes including performance management and succession planning).
 - **Boosted talent and leadership development efforts enterprise-wide**, by initiating and implementing innovative strategies and programs. Introduced an Executive Leadership Development program encompassing success profiles, 360 feedback reports, personality assessments, executive coaching, and experiential learning activities, as well as nurturing top, emerging, and valued talent across the company.
 - **Introduced cutting-edge career development and performance management efforts** supported by data and research to ensure a coherent, comprehensive philosophy and provide employees with integrated tools, frameworks, and pathways throughout their employment lifecycle to reduce turnover and foster a high-performing global workforce.
 - **Contributed to the company's succession planning, talent, and leadership strategies**, aligning each with organizational objectives; maintained a pulse on valuable talent data and analytics to best inform HR on talent strategies, decisions, and targeted interventions, continuously evaluating ROI impact for best results.
 - **Delivered a \$5M cost savings** by consolidating all talent development vendors as a result of collaborating with senior executives and executing a well-crafted talent strategy to maximize team members including the change management team.

LEPRINO FOODS, Denver, CO
Associate Director, Technical Capability & Readiness, 2020-2023

Developed and implemented technical and leadership development training from shop floor to plant managers for all production facilities across the entire global talent pipeline, totaling 4,000 production and 500 corporate employees.

Delivered talent development strategies for global dairy ingredients supplier and largest cheese manufacturer in the world, closely partnering with technical services. Responsible for 12 member team, with direct reports, including senior managers, implementing resource and budget management, organizational design models, mentoring, coaching, and retention strategies.

LEPRINO FOODS, Continued...

- **Drove significant overhead cost savings** through the execution of enhanced learning and development at the production facilities and the development of technical mastery programs for production and technical experts, including company-wide technical competency matrix for the company's global skills-based learning model.
- **Leveraged organizational design expertise** to implement a company-wide reorganization model that realized more than \$1 million a year in overhead savings.
- **Led design and implementation teams** state-of-the-art technical learning curriculum, resulting in more than \$1M in savings from problem products.
- **Built processes, systems, and structures to support business goals** by designing technical capability and readiness organizational learning strategies; supported technical integration of systems with SAP for greater efficiencies.
- **Increased team employee engagement scores by more than 20%** through organizational design expertise, holding team members accountable, team building activities, and emphasis of individual development.

Leadership
InitiativesGlobal Talent
PipelineStrategic Talent
DevelopmentTechnical
Learning
Curriculum

Program Manager, L&D, Part-Time, 2012-2020 • **Associate Director, Technical Training**, 2010-2012
Manager, L&D, 2009-2010 • **Supervisor, L&D**, 2008-2009

Leveraged science-rich background and organizational development graduate work to excel as part of the manufacturing team in a complex, tech-heavy global setting, moving quickly from lab support and manufacturing leadership to L&D Program Manager and Associate Director, creating programs for a range of employee-centric strategic initiatives. Transitioned to part-time to dedicate time to family, successfully balancing personal and professional commitments.

- **Defined the vision, strategy, and structure** for the technical training resources reboot. Collaborated with manufacturing senior leadership to build production training program—a company first—incorporating a classroom and on-the-job learning environment to ensure talent safety and success.
- **Led design and implementation teams** for the supply chain division's career pathing program, resulting in a decrease in average time to promotion.
- **Ignited employee engagement, enhanced productivity, and increased efficiencies** by designing and implementing continuous improvement programs, creating LMS strategy, and quantifying CI initiatives, resulting in \$500K+ savings yearly.
- **Established, maintained, and built strong working partnerships and collaborations** with senior leaders, executive team, and talent pool, implementing success factors talent suite and a senior leader leadership academy.
- **Led the company-wide design, training, and change management teams** for MES (Manufacturing Execution System) implementation. Received the top company award for the leadership demonstrated for this system implementation.



Program Development

Training Strategy

Production Leadership

EDUCATION

REGIS UNIVERSITY • **Master of Science (MS), Organizational Leadership**, 2012 (GPA: 3.97)
 UNIVERSITY OF NORTHERN COLORADO • **Bachelor of Science (BS), Biology, Chemistry Minor**, 2000 (GPA: 3.95)

CERTIFICATIONS

Center for Executive Coaching: **Board Certified Coach (BCC)**, 2024 • ICF: **Associate Certified Coach (ACC)**, 2024
 People Help, Inc.: **Consultive Selling Facilitator**, 2015 • Exemplary Performance: **Master Coach**, 2014
 The Center for Leadership Studies: **Situational Leadership Certified Facilitator**, 2014
 Zenger Folkman: **360 Certified Coach**, 2014 • Fierce Conversations: **Facilitator**, 2013
 Franklin Covey: **Certified Facilitator**, 2012 • Human Performance Inc.: **Human Strategist Certification**, 2011
 American Management Association: **Project Management Certification**, 2011
 Think Reliability: **Cause Mapping Methodology**, 2010 • Learning in Action: **Emotional Assessment Certified Coach**, 2008
 Kepner Trego: **Facilitator**, 2002

TECHNICAL ACUMEN

Microsoft 365, SAP Success Factors & MES, Workday