



# Starla Sharpe, CDE<sup>®</sup>, MS-OLT

Talent Development and Diversity Leader

<https://www.starlasharpe.com>

## Contact

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📺 [Video Introduction](#)

📍 Princeton, TX

## Skills

- Instructional Design Strategies
- Leadership Development
- Learning Strategy
- Program Design and Implementation
- Coaching and Mentoring
- Talent Management
- Change Management
- Performance Management
- Needs Assessment
- Instructional Design
- Communication and Presentation
- Multimedia / Video Creation
- Consultation
- Evaluative Measurements / ROI Analysis
- Budget Management and Forecasting
- HRIS and LMS Technologies
- Vendor Management
- E-Learning Development
- Project Management

## Professional Memberships & Volunteer Work

- Member, Association for Talent Development (ATD)
- Board Trustee, Princeton ISD School Board
- Board Member, High School Athletic Booster Club

## Profile

Experienced and results-driven HR Talent Development & Diversity Leader with over a decade of expertise in spearheading human resources initiatives. Demonstrated success in strategic planning, mortgage sales and operations, vendor management, training, instructional design, e-learning, organizational development, and more. Proven track record in driving Diversity, Equity & Inclusion initiatives, leadership development, employee engagement, succession planning, process improvement, and project management.

## Accomplishments

- Developed and implemented a comprehensive learning program for enterprise-wide regulatory compliance training that enhanced employee skills and competencies.
- Implemented an organization-wide diversity program including employee resource groups, DE&I training, and awareness programs for a company of approximately 2000 employees.
- Designed and implemented a leadership development program for over 300 leaders ranging from emerging, mid to senior level.
- Selected and implemented a Learning Management System that met strategic business needs and significantly increased ROI through increased learning productivity.
- Created and launched an internship program designed to introduce and acclimate new employees to the mortgage industry.

## Work Experience

**VP, Learning and Development**, 5/2020 to Current

**Planet Home Lending** - Irving, TX

- Reporting to the CHRO, leads, strategizes, and implements learning and development programs throughout the organization.
- Leads the Learning and Development staff of employees including an AVP/Director, Instructional Designers, Trainers, Training Coordinator, and an LMS administrator (Cornerstone).
- Applies the ascertained talent management techniques and best practices to support the needs of the organization, including coaching, consulting, leadership development, and mentorship programs with managers and employees to establish a culture of continuous learning.
- Spearheaded the design and implementation of our company's first leadership development program resulting in a 20% increase in leadership effectiveness and employee engagement based on executive surveys.
- Introduced a strategic Internship program obtaining interns by visiting local colleges around the DFW metroplex.
- Select and manage the resources, including vendor relationships, while monitoring expenses and budgets applicable to the L&D department.
- Create initiatives that enable and support nine unique business units.



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## Education

**Master of Science:** Organization Learning & Technology, 08/2023 | **Texas A&M University-Commerce** – Commerce, TX

**Bachelor of Science:** Biology, 7/2004 | **Harding University** – Searcy, AR

## Certifications

### Certified Diversity Executive (CDE)

Institute for Diversity Certification- November 2023

### Personalysis Certified Facilitator

Personalysis - October 2021

### FranklinCovey Certified Facilitator

- 4 Essential Roles of Leadership
- 6 Critical Practices For Leading
- 7 Habits of Leaders
- 7 Habits of Highly Effective People
- Change Management
- Multipliers
- Inclusive Leadership
- Unconscious Bias

## Work Experience

**Learning and Development Manager**, 4/2019 to 5/2020

**Planet Home Lending** - Irving, TX

- Assessed training needs and developed recommendations for new programs
- Aligned training programs with compensation structure
- Established education and general training requirements for advancement
- Managed and developed a team of 25 Training Specialist including Trainers and Instructional Designers, Training Coordinator, LMS Admin, etc.

**Senior Learning Consultant**, 11/2018 to 4/2019

**CoreLogic** - Irving, TX

- Utilized advanced instructional models and adult learning methods to design learning experiences that promoted practice, retention, and application of new skills and knowledge
- Partnered with Quality and Operations to monitor completion, comprehension, and retention of the content deployed to identify content effectiveness, continuous improvement opportunities and lessons learned
- Managed a team of Instructional Designers

**Senior Instructional Designer**, 9/2017 to 9/2018

**Stearns Lending** - Lewisville, TX

- Analyzed learning needs and developed solutions that best met the needs of the business client and learner
- Utilized the latest learning technology as a method for developing e-learning and technology-based material
- Audited training programs to ensure they are current and continue to meet the needs of the company
- Managed training metrics and survey feedback to develop executive impact reports

**Senior Curriculum Developer**, 1/2015 to 9/2017

**Fairway Independent Mortgage Corporation** - Carrollton, TX

- Served as the team leader for the trainers and instructional designers reporting into the VP of Training.
- Consulted with business leaders, individuals, teams and business groups on the design, development and evaluation of learning experiences across the organization
- Cultivated relationships with internal business partners including Project Managers, Performance Managers, and Senior Leadership across five unique business units
- Determined the most effective solution to close performance gaps based on evidence and best practice including structured training programs, e-learning modules, instructional videos, webinars, job aids, and performance support systems.

*Additional work experience available upon request*