



STARLA SHARPE

Leader in Talent Management, Inclusion & Belonging, & Organizational Development

www.starlasharpe.com

PROFILE

Senior Learning & Development (L&D) leader with a proven track record as an industry leader in the L&D space. Strategic and innovative, with deep expertise in Talent Development, Inclusion and Belonging, Employee Engagement, Leadership Development, Performance Management, and Organizational Development. Skilled in instructional design, e-learning, coaching, process improvement, and change management, Mrs. Sharpe is known for aligning talent strategies with business goals, creating inclusive cultures, and building high performing teams through strong partnerships across all levels – to drive measurable impact. Mrs. Sharpe is passionate about using creativity and leadership to elevate people and performance.

CONTACT

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ABOUT ME VIDEO:

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EDUCATION

Harding University

Bachelor of Science in Biology (Microbiology)
2004

Texas A&M – Commerce

Master of Science in Organizational Leadership & Learning Technology
2023

WORK EXPERIENCE

Oncor Electric Delivery | Head of Talent Development

April 2024 – Present

Provide strategic leadership and oversight for all talent development initiatives across the organization, with a focus on building leadership capability, enhancing employee performance, and creating a culture of continuous learning. Own the design and execution of enterprise-wide programs including leadership development, new hire onboarding, employee and management training, and executive coaching. Since joining, my team and I have successfully launched a comprehensive Manager Development Series, aimed at elevating leadership effectiveness and strengthening the organization's management bench. Serve as a trusted advisor to senior leadership, aligning talent development strategies with business goals to drive growth, engagement, and long-term success. Champion innovation in learning design and delivery, ensuring scalable, inclusive, and results-driven solutions that support the evolving needs of the field and office workers.

Planet Home Lending | VP of Learning & Development

April 2019 – April 2024

Reported to the CHRO and led a high-performing team including an AVP of L&D, senior instructional designers, trainers, and learning administrators. Directed company-wide initiatives spanning compliance training, leadership development, DEI, employee engagement, internship programs, and succession planning. Managed training operations, including some recruiting efforts, budgeting, vendor relationships, communications, and LMS administration. Created executive reports and decks, responded to audits and compliance inquiries, and presented overviews to senior leadership. Evaluated program effectiveness through assessments and metrics to drive continuous improvement and ensure alignment with organizational goals.

PROFESSIONAL SKILLS & STRENGTHS

- Excellent project management and strategy skillset
- Process improvement and change management
- 360 Review Process
- Predictive Index Performance Management
- Change Style Indicator
- Budgeting and Forecasting
- Staff Development
- Policy & Procedure development
- Formal Technical Writing using AP Style Guide and Grammarly
- SharePoint Administration and Database Design
- Analytical, ideal team builder and player
- Excellent training, motivation of others, mentoring and coaching skills
- Elite video creation skills using Camtasia, Adobe Premier and Final Cut, PowToons, Storyblocks, Vengage, GoAnimate/Vyond, iStock, Wistia, Vimeo, etc.
- Creative writing and storyboarding skills
- Proficient in Microsoft Suite, Adobe Acrobat Pro Suite, Articulate Storyline 360, Rise, Storyblocks, Videoblocks, Audiblocks, SnagIt
- Certified FranklinCovey Facilitator
- Certified Personalisys Practitioner
- Certified Diversity Executive (CDE) (*Designation in progress*)
- True Colors Facilitator

Learning & Development Manager

Managed the day-to-day activities of the L&D team. Lead the redesign of all training materials, templates, and eLearning courses. Partnered closely with key stakeholders at all levels across the organization to ascertain their training needs. Lead the planning, developing, creating and managing of e-Learning and existing onsite programs and courses in person and online (hybrid effective). Provided direction and leadership in concept development to L&D team by analyzing needs, tasks, learning environment and developed learning objectives and requirements. Assisted with vetting, onboarding, implementing, developing and maintaining the LMS used companywide for compliance training. Served as manager and subject matter expert for team while providing mentorship and coaching as needed.

CoreLogic | Sr. Professional Instructional Designer & Trainer

Nov 2018 – April 2019

Partnered with the Performance Excellence team to support Credit Operations and Risk Solutions through the strategic design, development, and delivery of learning programs. Led end-to-end training initiatives, including needs assessments, content development, and implementation across various modalities. Ensured accuracy and relevance of existing content through regular reviews and gap analyses. Collaborated with cross-functional stakeholders to create engaging communications, videos, and eLearning solutions. Facilitated in-person and virtual training sessions and contributed to reporting and measurement of training effectiveness and business impact.

(*Completed a short-term contract at BenefitMall from Sept 2018 – Nov 2018.)

Stearns Home Lending LLC. | Sr. Instructional Designer

September 2017 – September 2018

Solely responsible for creating engaging learning solutions and fascinating course content while working with subject matter experts across the organization to design and develop videos, e-learning courses, and training documentation to support the various lines of business' learning objectives; while applying the instructional design methodologies to the learning solutions; conducted instructor-led trainings, webinars, or train-the-trainer sessions, created self-paced modules, eLearning, etc. while analyzing and assessing the scope and objectives of projects, current training material and needs, and determining the delivery strategies based on business needs in a time sensitive environment. Partnered closely with IT, Compliance, P&P, Marketing, HR, and senior leadership to meet business needs.

Fairway Independent Mortgage | Sr. Curriculum Developer (Team Lead)

January 2015 – September 2017

Managed a team of instructional designers and developers, overseeing performance development, hiring, onboarding, and mentoring. Acted as a companywide training SME, leading train-the-trainer sessions and guiding new employee development. Partnered with leadership to align learning solutions with each channel's goals. Directed the design of diverse training assets and led the successful implementation of a new LMS (Saba), ensuring seamless migration from SumTotal.

(*Completed a 6-month contract as an Editor/Technical Writer of Sworn Documents dept. at JP Morgan Chase Aug. 2014 – Jan. 2015)