

Carol Asselta, SPHR

Ms. Asselta is co-founder and managing partner of AKziom, which provides a full range of human resource consulting services. She is a seasoned Human Resources leader with strategic and operational experience in manufacturing, service, consulting and higher education. She has a proven track record in delivering results in Fortune 500 companies to include Exelon, Wheaton Industries, Lenox China and Clevepak Corp. Carol serves as a consultant to senior leaders and business partners to create leadership bench strength and strategic development plans to ensure leadership talent and growth. She is regarded as a leader and business partner with strong consultative skills and the ability to link vision and strategy with business objectives.

She has worked with small to large size organizations on strategic and operational business initiatives. Her functional areas of expertise include change management, organizational design, leadership development, competency modeling, and performance management, coaching and team development. Most recently, as Director of Human Resources within Exelon, she designed initiatives and implemented employee development programs that included:

- Creation of a competency model
- Formal mentoring program
- High potential identification leadership process
- Succession planning strategy
- 360 degree feedback process
- Development process and career management
- Pipeline talent processes, including an MBA college recruiting strategy

The result of the talent development and performance management processes was a 50% increase in leadership bench strength and a 95% success in identifying candidates for replacement charts. These achievements positioned the organization to have a competitive advantage for future growth and capability of meeting strategic objectives.

As a training and development professional, Carol has conducted workshops at universities and for professional organizations on such topics as change management, organizational alignment, strategic planning, career development, talent management and performance management. She has been a frequent speaker at professional functions, such as SHRM Chapters and the International Management Council. She has published white papers on employee development and has been quoted in the *HR Magazine* on strategic partnering and in *Treasury and Risk Management* magazine on developing financial talent. She is the Vice-Chair of the Human Resource Development Committee for the national Society for Human Resource Management (SHRM). She is an adjunct professor at local colleges and universities and an instructor for the PHR/SPHR certification course.

Carol has a Bachelor of Science Degree in Business from Rowan University and a Master in Labor Relations & Human Resources from Rutgers University. She also received a certification in Organizational Development and Professional Effectiveness from Saint Joseph's University. Carol has a number of certifications, including the Senior Professional Human Resource Certification (SPHR).

**1560 Catawba Avenue
Newfield, NJ 08344**

**Cell: (856) 305-2650
Email: carol.asselta@akziom.com**