

TOMAS LEAL

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SUMMARY STATEMENT

Experienced Change Strategist and Practitioner coaching employees across the organization to develop and execute global strategies that support workforce initiatives resulting in inclusive, high performing and innovative work environments. I focus on diverse global talent management, inclusion strategies, inclusive leadership, cross cultural competency building and developing relationships with external organizations/communities worldwide to promote the organization as the employer and partner of choice. I have experience working across industries, and have worked in North America, Latin America, Europe, Middle East, Africa and Asia.

SKILLS

- Engagement and influencing skills
- Creation, implementation and analysis of scorecards and metrics
- Design and deliver inclusion, equity and social justice learning engagements in higher education, business and non-profits
- Visionary, creative and strategic leader; ability to integrate effective and impactful culture change models
- Strong interpersonal and management skills
- Value and leverage differences
- Experience working globally and cross culturally; with complex matrix organizations
- Motivate, coach and develop inclusion, equity and diversity capability across different communities
- Ability to integrate social justice, inclusion, equity strategies into cross functional systems and processes
- Global presenter/speaker/facilitator-trainer
- Fluent in Spanish—oral and written

PROFESSIONAL EXPERIENCE

GlaxoSmithKline, LLC Philadelphia, PA

Senior Director, Research & Development Global Inclusion Strategy Lead 2014 - 2017

- Developed and implemented a 3-year inclusion strategy across global R&D business units.
- Coached and supported 15 senior leaders on their inclusion and diversity plans.
- Created a guide and delivered inclusive leadership dialog sessions for 25 R&D leadership teams globally, ensuring senior leader accountability for inclusion.
- Supported and facilitated the R&D Global Inclusion Council; worked with focus 4 area leaders on plans.
- Implemented a reverse-diverse mentoring program; 70 leaders are mentored by 150 diverse employees.
- Created a business Inclusion Champion network; integrated ERGs into leader inclusion dialogs
- Created metrics and analytics to measure progress resulting in successful inclusion strategies.
- Partnered and built relationships with external diverse STEM related professional organizations to engage in recruitment and branding efforts.
- Collaborated cross enterprise with global inclusion initiatives, specifically, senior leader/ employee engagement, talent management, learning & development, and external communities.

Senior Director, Global Inclusion & Diversity (I&D)—Equality and Inclusion COE 2011 - 2014

- Implemented Global I&D strategy and plans in five major businesses.
- Created strategy for I&D engagement for senior leaders, managers and employees; formation and facilitation of global I&D Leadership Councils, global Employee Resource Groups, and other business relevant forums for I&D plan implementation and communication.
- Collaborated with Talent team to create a skilled, high performing and diverse workforce through sourcing, external outreach, relationship building and sustainable succession plans.
- Consulted with various businesses to discover, develop and commercialize products to meet the needs of a diverse marketplace.
- Served as Project Leader launching global unconscious bias sessions for 6,400 people managers globally.
- Built diverse community partnerships focused at corporate social responsibility.
- Increased I&D capability and cultural competence across the enterprise; developed training implementation strategies and executed plans in the US/UK, China, India, Belgium and Canada.

Microsoft Corporation, Redmond, WA

2009 - 2011

Director, Global Diversity & Inclusion

- Developed strategy and set policy framework for Global D&I platform; networked and executed strategy with sales, services, marketing and product line businesses.
- Analyzed global D&I data, metrics & scorecards and partnered with business to design necessary interventions to create change.
- Influenced and supported global talent acquisition and development; partnered with Affirmative Action/EEO in the US to deliver on diversity goals and plans.
- Strengthened core D&I expertise, global perspective and integration enterprise-wide.
- Drove, managed and implemented 5 D&I strategies and plans in North America (U.S. & Canada) and Latin America through product segments, functions and business groups.
- Served as trusted adviser and consultant to 4 Diversity Leadership Teams embedded in the business, providing thought leadership and guidance.
- Managed five D&I practitioners aligned to business clients; provided guidance and direction, performance reviews and career and professional development.
- Served as Global D&I contact for the LGBT and Disabilities employee resource groups; worked closely with group leaders to develop and deliver on their business strategy/goals.

ITT Corporation, London, UK

2007 - 2009

Director, Global Inclusion & Diversity (I&D)

- Developed and implemented year one of a 3-year Global I&D Strategic Plan for the enterprise.
- Created roles and competencies for 6 business unit I&D champions globally; implemented plans.
- Designed and implemented awareness, best practice sharing and planning session with European and Asia/Pacific/India HR directors and 12 I&D Champions.
- Developed and started to implement the China and Asia/Pacific I&D strategy and action plan; met with key stakeholders in the region to create locally relevant approach.
- Led the Inclusion and Cross-Cultural Competency skill building strategies and interventions for various manufacturing sites in Germany, Italy, UK and Sweden.
- Delivered an intervention strategy for I&D issues in ITT Qatar; specifically dealing with issues of race and racism with U.S. employees and contractors in country.
- Provided coaching and support to line leaders on plans to embed and sustain I&D in both mature (US, W. Europe) and emerging (China, India, E. Europe) markets.

BP, plc, London, UK

2005 - 2007

Regional Diversity & Inclusion (D&I) Manager: Africa, Middle East, Russia, Caspian-AMRC

- Directed D&I in the AMRC region across businesses and functions; collaborated to develop and implement country specific D&I strategies with Heads of Country and business/function leaders. As part of the D&I leadership team, developed and implemented strategies and plans to embed D&I in the business at a global level.
- Supported 5 D&I managers cross businesses/functions in the region with action plans/projects.
- Provided D&I expertise and guidance to AMRC Group VP and senior management team of 7.
- Led and reported on metrics to Global D&I Scorecard for AMRC, measuring women and non-US/UK executives; metrics included representation, inclusion interventions, cross cultural training.
- Collaborated with United Arab Emirates business to develop and implement legislated employee localization plans to ensure compliance; advise on local D&I implementation.
- Provided support for local inclusion plans in South Africa, Angola and Azerbaijan businesses.
- Worked with Russian businesses to embed D&I strategy plans; delivery of 4 cross cultural competency building workshops for expatriates and families.
- Conducted D&I assessment in BP Pakistan; designed and facilitated 3 engagement sessions.
- Resourced and piloted a cross cultural competency developmental tool for expatriate assignments.

ROYAL DUTCH SHELL, Houston, TX and London, UK

1999 - 2005

Senior Manager of Diversity & Inclusiveness

- Managed, consulted, and designed workforce diversity & inclusion strategies with global lines of business. Managed and worked on global projects that supported D&I in business.

- Managed the Shell U.K. ethnic minority career development program, including the identification of 15 high potential South Asian & Afro Caribbean Shell employees in the UK.
- Coached, facilitated and trained 6 Global D&I Advisory Councils and a D&I Change Network.
- Led the Hispanic Outreach Coordination Team, outreach, recruitment and retention strategies.
- Designed and implemented an Exploration & Production global quarterly diversity metrics and scorecard; instituted D&I self-assessment process for business in the Americas.
- Designed and delivered D&I education for employees in U.S, Europe, Asia, Latin America and Russia.
- Worked with CEO and 8 leadership team members at the Sakhalin Energy Company (Shell-Russia JV) to create a D&I plan to support the business strategy.
- Part of the transition team for the development of the Royal Dutch/Shell global diversity strategy, including a Global Diversity & Inclusiveness Standard (policy).
- Developed and implemented diversity skill building interventions for leaders, HR and diversity practitioners worldwide; conducted cultural assessments globally.
- Developed diversity business strategies in Refining, Marketing, Sales and Retail.

AMOCO CORPORATION, Houston, TX

1996 - 1999

Internal Senior Consultant, Corporate Diversity

- Managed the development and implementation of diversity strategies for Exploration and Production (E&P) and Petroleum Products (downstream) sectors.
- Advised, facilitated and trained the E&P Global Diversity Advisory Council and six other Business Group diversity teams; coached executive sponsors and members.
- Designed and facilitated cultural assessments and over seventy-five diversity training sessions to leadership teams and employees in the areas of race, gender, LGBT, etc.
- Advised and facilitated the formation of employee network groups in the US and Trinidad.

LEAL & ASSOCIATES, Philadelphia, PA

1993 - 1996

Consultant/Trainer

- Worked globally with Fortune 500 companies on developing and delivering training on cultural diversity, change management, workplace assessment/training, coaching leaders on change.

UNIVERSITY OF PENNSYLVANIA, Philadelphia, PA

1982 - 1993

Director of First Year Programs/Assistant Director of Residences

- Comprehensive management of a 1,500-student residence area; supervised full-time staff and managed student development programs for sixty faculty and staff.

UNIVERSITY OF DELAWARE, Newark, DE

1979 - 1982

Residence Complex Coordinator

- Managed developmental programs and student discipline for a 600-student residential complex; supervised and trained 25 residence staff; worked with facilities and operations management.

SOUTHERN METHODIST UNIVERSITY, Dallas, TX

1977 - 1979

Associate Director of Intercultural Development, Dean of Students Office

- Academic advisor, counselor and facilitator for 120 Mexican-American/minority students.

EDUCATION

- **INDIANA UNIVERSITY**, Bloomington, IN - MS, College Student Personnel Administration, 1977
- **THE UNIVERSITY OF TEXAS AUSTIN**, TX - BA, History, 1975
- **NTL INSTITUTE** - Diversity Management Program, 2003; Inclusion & Diversity Master Class "Next Level of Impact", 2018

AFFILIATIONS

- National Hispanic Corporate Council (NHCC) –past Board Member
- Sexuality Education and Information Council of the US (SEICUS)—past Board member
- NHCC's SMU Corporate Executive Development Program for Latinx professionals. – Executive Advisor
- Pennsylvania Women's Law Project – Board Member
- Board of Trustees for the Fielding Graduate Education University – Public Trustee

