



Joyce Heckman

NEW JERSEY, USA

Vice President,
Talent Development

SPECIALTIES

- Human Resources Strategy
- Organizational Effectiveness
- Executive Coaching
- Performance Management
- Diversity, Equity & Inclusion
- Talent Development
- Employee Engagement
- Talent Acquisition
- Change Management
- Merger Integration

INDUSTRY EXPERIENCE

- Fortune 500
- Financial Services
- Public Utilities
- Diversified Energy

Career Background

As Vice President of Talent Development, Joyce is responsible for the firm's leadership development, executive coaching and consulting services. She focuses on the design and delivery of customized solutions for clients, while implementing internal processes for organizational effectiveness. Joyce also oversees the AJO coaches and consultants and leads the efforts to attract, train, and retain the expertise to build the talent pipeline to align with client needs and business goals.

Joyce is an accomplished human resources executive who has held broad and progressive roles in Talent Acquisition, Talent Management, and Organizational Effectiveness in the global financial services and public utility industries. She has led initiatives to address the needs of thousands of corporate associates.

A strategic leader with a result-oriented mindset, Joyce is valued for delivering creative solutions and the alignment of business priorities with a global people strategy. A trusted mentor and advisor, Joyce has developed a reputation for being able to communicate effectively and influence change. She is passionate about cultivating and inspiring organizational culture and employee engagement.

Noted Accomplishments

- Redesigned and launched a refreshed talent strategy with input and buy in from organizational leadership; rooted with an emphasis on succession planning and high potential development, the talent management culture within the business shifted.
- Introduced a talent acquisition strategy comprised of initiatives to transform the candidate and hiring manager experience by redesigning redeployment programs, approach for crafting job descriptions, and bringing forward leading technologies to impact diversity, equity and inclusion.
- Spearheaded the top talent redeployment strategy at a top financial services firm resulting in the placement of more than 150 employees into roles across the firm and severance avoidance of \$4.1 million globally.

Education

Master of Business Administration from Pace University, NY, NY; Bachelor of Science in Business Administration and Spanish from Georgian Court University in Lakewood, NJ

Additional Information

Certificate in Training and Organizational Development from New York University, NY, NY; graduate of Senior Leadership Program for Professional Woman at Rutgers University in New Brunswick, NJ. Member of Board Trustees at Georgian Court University.