

# Delta L. Triplett

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## Executive Search and Diversity Management Consultant

*Proven ability to improve diversity hires, in middle management to senior level management positions.*

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### PROFESSIONAL ATTRIBUTES

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- \* Strong communication skills, proven ability at commanding the attention of the target audience.
- \* High level of proficiency with recruiting technologies (ATS, social media) and able to evolve those tools as technology changes.
- \* Consultative recruiting skills, able to build connections and long-term relationships internally and externally, focused on strong leadership and client management.
- \* Collaborates across HR COEs to strengthen organizational capability (e.g. works with L & D on interview training, works with Compensation on changes to market value of jobs, etc.).
- \* Provides guidance and general oversight of the selection process; register certification, composition and practices of interviewer panels, testing, final candidate selection, background checks, drug screens, and offer letters.
- \* Supports an enterprise diversity and inclusion strategy, by linking Affirmative Action plan execution with key business strategies to strengthen recruitment, retention and progression for key demographic groups.
- \* Intercultural competency (ability to work within a multi-national, multi-ethnic, multi-lingual organization).
- \* Proven history of recruiting talent that “sticks” within respective organizations.

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### PROFESSIONAL EXPERIENCES

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**Aug 16' to Present**

**The Ten Group**

**Milwaukee, WI**

***Diversity Search Consultant***

- \* Designed and developed custom-tailored diversity recruitment and consultative services to meet the needs and specifications of the clients.
- \* Established relationships with corporate and community leaders to ensure, The Ten Group, as the “vendor of choice” for diversity management and recruiting initiatives to generate a prospective client lists.
- \* Motivational speaker, focus on educating organizations on the value of corporate diversity especially in communities where they conduct business and its impact to their bottom line.
- \* Established and grew clients list to include Johnson Controls, Kohl's Corporate, Quarles & Brady LLP, Foley & Lardner LLP, Veolia Water, We Energies, Cooper Power Systems, Aurora Healthcare, Rockwell Automation, and Wacker Neuson.

**Jan 16' to Aug 16'**

**Wacker Neuson**

**Milwaukee, WI**

***Executive Recruitment Consultant (Contract)***

- Increased service delivery to internal clients by developing a matrix tool that managed candidate data and gave key indicators to client concerning candidate's viability and potential for hire.
- Developed an interview tool that included behavioral based questions as well as customized questions for job specific skill sets.
- Decreased recruitment costs by over 250K through the utilization of proprietary recruitment tools and processes.
- Managed the recruitment services for the IT, Purchasing, Engineering, Accounting, HR, and Sales and Marketing departments.
- Significantly increased diversity hires in senior level roles within key positions across the organization.

**Jan 12' to Jan 16'**

**The Ten Group**

**Milwaukee, WI**

***Diversity Search Consultant***

- \* Strong ability to design, development, and implement the company's strategic plan, for increasing presence in targeted market segments.
- \* Established the corporate goals and objectives; and the detail course of action by which they will be achieved.
- \* Designed and developed custom-tailored diversity recruitment and consultative services to meet the needs and specifications of the clients.
- \* Established relationships with corporate and community leaders to ensure, The Ten Group, as the “vendor of choice” for diversity management and recruiting initiatives to generate a prospective client lists.

**Jan 10' to Jan 12'**

**Johnson Controls**

**Milwaukee, WI**

**Executive Search Partner (Contract)**

- \* Selected as the Executive Search Partner for Johnson Controls Corporate office, to evaluate and identify competent candidates for middle management to senior director level positions, which involved C-Suite collaborative partnerships.
- \* Consulted with senior leadership as a “trusted advisor” concerning diversity management talent acquisition and talent developmental strategies.
- \* Recognized as a “thought leader” and “go to person” for diversity talent acquisition, retention, and implementation of inclusionary practices.
- \* Exceeded departmental goals, by increasing diversity hires by 66%, with a time to fill rate of 39 days.
- \* Achieved 75% improvement rate, in middle management to senior level diversity hires.
- \* Increased diversity hires for women in middle management to senior level positions by 25%.
- \* Collaborated with HR Business Partners to create and streamline an effective recruitment processes.
- \* Integrated the proprietary “comprehensive profile tool” (CPT) to create metrics and processes to increase knowledge base of internal customers, resulting in an increased hire rate.

**Oct 08' to Oct 09'**

**Quarles & Brady LLP**

**Milwaukee, WI**

**Diversity Recruiting Manager**

- \* Responsible for developing, implementing, and monitoring the firm’s internal diversity recruitment program.
- \* Developed diversity consultative services for Client Services Teams, to assist clients in meeting their diversity goals.
- \* Responsible for building the Quarles & Brady brand from a diversity perspective as the community relations representative.
- \* Led the firm’s efforts to develop a supplier diversity program and build inroads into potential clients from a business development and community partnership perspective.
- \* Created avenue’s that put Quarles & Brady LLP on the national diversity stage, with a critical pipeline of diverse talents and stakeholders.
- \* Directed all efforts for college relations in developing spring programs by building relationship with university leadership, student groups, and firm alumni; to establish Quarles & Brady as a “firm of choice” amongst top tier colleges and universities.
- \* Created a partnership with Harvard Law School Student Services, to establish the first Diversity Blog for law firms within their institution.

**July 06' to Oct 08'**

**The Ten Group**

**Milwaukee, WI**

**Diversity Search Consultant**

- \* Strong ability to design, development, and implement the company’s strategic plan, for increasing presence in targeted market segments.
- \* Established the corporate goals and objectives; and the detail course of action by which they will be achieved.
- \* Designed and developed custom-tailored diversity recruitment and consultative services to meet the needs and specifications of the clients.
- \* Established relationships with corporate and community leaders to ensure, The Ten Group, as the “vendor of choice” for diversity management and recruiting initiatives to generate a prospective client lists.
- \* Motivational speaker, focus on educating organizations on the value of corporate diversity especially in communities where they conduct business and its impact to their bottom line.
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**June 05' to July 06'**

**NuVision Entertainment**

**Milwaukee, WI**

**Talent Management Consultant (Contract)**

- \* Responsible for developing relationships with key stakeholders in the entertainment business to create opportunities for client exposure in multiple media outlets.
- \* Negotiated contractual agreements which resulted in long term deals for artists.
- \* Accountable for financial management and advisory decisions, based on client’s need and former spending tendencies.
- \* Managed all logistical requirements for client in relation to travel, security, accommodations, and required fees.
- \* Represented client at the 2005 Stellar Awards and the 2005 Christian Comedy Conference as a panel speaker on; Artist Management and Development.

**July 04' to June 05'**

**Kohl’s Corporate**

**Milwaukee, WI**

**Sr. IT Recruitment Consultant (Contract)**

- \* Responsible for full life cycle recruitment of senior level IT professionals.
- \* Filled 42 senior levels, IT positions over a 9 month period with an average time to fill rate of 37 days.

- \* Maintained a 91% offer to acceptance ratio.
- \* Drastically, increased diversity recruitment efforts by filling 71% of the 42 positions with diverse hires.
- \* Created matrix data tables to help streamline recruitment processes and correlate information.

**February 04' to July 04'**

**Cooper Power Systems**

**Milwaukee, WI**

***Engineering Recruiting Manager (Contract)***

- \* Developed matrix score sheet to rate candidates and provide hiring managers an overview of candidate profiles.
- \* Worked to build rapport with hiring managers to gain the "trust factor" needed within the recruitment process to decrease cycle time.
- \* Responsible for developing job requirements and creating scoping sessions with the client, to better understand their needs.
- \* Collaborated with hiring managers, to create innovative recruitment strategies that increased passive candidate flow.
- \* Developed recruitment processes to decrease cycle time by enhancing technological resources, driving efficiency matrix and increasing accessibility of recruitment sources.

**September 03' to February 04'**

**General Electric**

**Milwaukee, WI**

***Recruiter/Diversity Consultant (Contract)***

- \* Member of the diversity committee responsible for designing, developing, and implementing diversity initiatives that are holistic in approach yet defined in their objectives.
- \* Responsible for creating the diversity recruitment plan for GE-Infrastructure designed to meet the client's needs, utilizing best practice methodology.
- \* Sourced, screened and interviewed candidates for open positions through various channels, including internal position responses, transfers, employee referrals, internet advertisements, search firms, direct recruiting, and customer specific proprietary databases.
- \* Interacted with internal staff to conduct recruitment needs analysis, presented qualified candidates, and review recruiting results; utilize a database management staffing metrics to track and monitor all recruitment activities.
- \* Created best practice methods that tailored metric processes to improve recruiter efficiency and succession rates.
- \* Developed and implemented new recruiter orientation training on recruitment processes and workflow.
- \* Trained new recruitment staff on the utilization of Brassring and Hiresystems for applicant tracking and requisition management.

**September 99' to September 03'**

**Milwaukee Public Schools**

**Milwaukee, WI**

***HR Diversity Recruitment Consultant and Middle School Teacher***

- \* Developed, monitored, and modified the district's strategic teacher recruitment plan.
- \* Managed the district-wide teacher recruitment activity; with emphasis placed on minority and critical shortage areas.
- \* Established and monitored a recruitment tracking system that identified potential pools of candidates, early in their academic careers.
- \* Developed alliance with churches, businesses, and other social organizations: that assisted in developing a positive image of MPS to the Milwaukee community.
- \* Established a presence of MPS employment opportunities within colleges and universities: on a local, regional, and national level.
- \* Tasked with the responsibility to ensure teacher recruitment grants adhered to their specific guidelines in accordance with the U.S. Dept. of Education rules and regulations.
- \* Represented Milwaukee Public Schools at local community relations events and job fairs.

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## **MILITARY EXPERIENCE**

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**United States Navy (Wartime Veteran)**

**Training Petty Officer**

- \* Responsible for the supervision and training of junior enlisted personnel in the areas of: electrical safety standards and preventative maintenance upkeep.

**Compliance Petty Officer**

- \* Responsible for updating PMS manuals to meet Navy codes and specifications.

**Quality Assurance Petty Officer**

- \* Perform internal safety and quality assurance audits on divisional personnel, workspaces, and equipment.
- \* Identify non-conforming items, create and implement resolutions.
- \* Strong documentation background and ability to analyze recommend and implement process improvements.

**Sonar Technician (Submarines)**

- \* Responsible for the safe detection of all-oceanic objects; the necessary maintenance and upkeep of technical equipment.
- \* Trained in maneuver tactics to prevent detection and engagement of adverse targets.

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## EDUCATION

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**Bachelor of Arts, Afro-American Studies**  
(Emphasis in Societal Issues)  
University of Wisconsin-Madison  
Madison, WI

**Executive Masters of Business Administration May 2018**  
University of Wisconsin-Milwaukee  
Milwaukee, WI

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## COMMUNITY SERVICE ACTIVITIES

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**2013 – 2016**  
**Social Development Commission**  
**2<sup>nd</sup> District Commissioner**  
**Milwaukee County**

**2011- 2015**  
**NAAAHR**  
**National Association African American Human Resource**  
**Professionals - Milwaukee Chapter**  
**Chair - Fund Development Committee**

**2011- 2013**  
**Silver Spring Neighborhood Center**  
**Board Member**

**2011- 2013**  
**Milwaukee Center for Leadership Development**  
**Board Member**

**2010-2011**  
**Co-Chair Steering Committee for the**  
**2010 Youth Games**

**2008-2010**  
**Metro Milwaukee SHRM**  
**Chair – Workplace Diversity Committee**

**2007-2010**  
**Waukesha NAACP Honorary Committee**