

## DENNIS SPARKS

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Dennis Sparks is an experienced professional with over 20 years of Human Resources experience with an emphasis in Diversity, Equity & Inclusion, Learning & Development, Organizational Development, and Talent Management. He has worked in Fortune 500 organizations, mid-sized public organizations and smaller not-for-profit organizations. Dennis has worked in a variety of industries that include banking/financial services, utilities, consulting, manufacturing, fashion

retail, and logistics.

In 2012, Dennis started a résumé writing and career coaching services business called KAS Résumés and career services. Since experiencing his own recent career transition, in 2020, Dennis started a consulting business PlusEV Consulting, LLC that specializes in career transition and diversity and inclusion in the workplace.

Dennis resides in Columbus, Ohio, with his significant other, Rachel, and their dog Jasper. He has three adult aged children Kelly, Kennedy, and Kennis.

### Expertise

- Value-Added Résumés
- Salary Negotiations
- Interview Prep
- Professional Development
- Accomplishment-Driven Résumés
- Career Coaching
- Networking
- Change Management
- Career Change
- Diversity & Inclusion

### Experience

- Coached hundreds of candidates, at all levels, in a variety of industries, to develop and implement successful career development plans.
- Drove a learning culture and team effectiveness. Led a team who designed, developed, and delivered learning and development solutions. Managed design and delivery of learning development solutions and systems for global lingerie brand.
- Oversaw strategic talent solution design and execution to ensure gas utility was prepared with the leadership and workforce for the future in order to enable its business strategy.
- Managed corporate university to provide a combination of formal and informal learning opportunities for employees at all levels. Oriented new hires to the development requirements for their roles in credit analysis and leadership.



## **Dennis Sparks (continued)**

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### **Education**

M.B.A., Leadership, St. Joseph's College of Maine

M.A., Education, Workforce Development and Education, The Ohio State University

B.S., Education, Technical Education and Training, The Ohio State University

Myers-Briggs Type Indicator (MBTI)

SHRM-SCP

Senior Professional in Human Resources (SPHR)

Certificate in Leadership Coaching for Organizational Performance

Certified Personal and Executive Coach

### **Memberships**

International Coaching Federation (ICF)

Inclusion Allies Coalition

Central Ohio Diversity Consortium