



LATICIA K. HOLBERT MBA

CONTACT



EDUCATION

Human Capital Institute

Coaching for Employee Engagement Certificate
(May 2018)

Keller Graduate School of Management

MBA, Concentration in Project Management
(2005)

University of Illinois at Urbana-Champaign

Bachelors Economics, Concentration in Business Administration & Computer Science Engineering
(August 2003)

AREAS OF EXPERTISE

- Program management, conceptualization to completion
- Research and analysis
- Making innovative and collaboration connections
- Best practices in curriculum delivery

PROFESSIONAL PROFILE

Highly skilled professional with substantial experience in implementation, process development, educational operations leadership, and program management seeking growth opportunities in business development and diversity management with a progressive and results-focused organization.

LEADERSHIP EXPERIENCE

Sr. Manager, Workforce Development

June 2024 – Present

Workforce Development Manager

May 2021 – June 2024

ComEd, Exelon Corporation

Chicago, IL

Responsible for coordination and development of Stakeholder outreach related to key initiatives for Workforce Development and build alliances with community groups, municipalities, and external stakeholders to further critical initiatives.

- Develop a strong understanding of our stakeholders and Exelon's overall goals, visions, and initiatives.
- Manage plan and coordinate strategy for external stakeholder workshops and Collaborative efforts.
- Manage development and compilation of data and materials for Stakeholder presentations. Requires working with business units on all communications with key stakeholders. Work involves the understanding of key regulatory policies, positions, and strategies. Work involves knowledge of Exelon positions and the ability to provide advice and guidance to business units on all key issues. Work involves quick assimilation of new and complex concepts and the ability to communicate these ideas at a high level.
- Lead liaison to Talent Acquisition strategy and key Community Partners.

Principal Business Program Manager

March 2020 – May 2021

Develop, manage, and evaluate high profile, complex projects/programs/initiatives involving multiple organizations from planning to post implementation phases as required. Develop business plans, project charters and performance metrics in support of business objectives. Ensure organizational alignment with management models and principles and drive the integration of best practices. Track and report progress on key business initiatives. Manage quality assurance and/or change management activities involving internal and external personnel. This position will maintain an on-going interface with various Exelon organizations in areas such as the execution of business processes, strategic initiatives, and management model implementation

- Direct development and lead teams on strategic business initiatives, projects, and programs. Lead requirements analysis, performance measurement, and/or quality assurance. Manage scope, schedule, and budget for strategic high profile, complex organizational projects and programs.
- Manage and report on process/project/initiative assignments. Develop performance indicators and tracking mechanisms to monitor and report results. Oversee, prepare, review, and analyze reports and controls for strategic projects and initiatives.
- Develop work plans to implement corrective actions that are identified as a result of

COMMITTEES & MEMBERSHIPS

- Kane County Workforce Development Board (2021 -)
- IUBDC – Education & Best Practices Committee (2021 -)
- YWCA Chicago Ambassador's Council (2017 – Emeritus)
- Million Women Mentor, IL Steering Committee (2016 – Present)
- Women's Energy Network, Board Chair (2018 – 2019)
- Foundation College Prep, Board of Directors (2017 – 2018)
- City Clerk of Chicago, Status for Women and Girls Committee (2018 – Present)

PROFESSIONAL RECOGNITION

- ComEd, Powering Together Award 2023
- 40 Under 40 Young Women Professionals League (YWPL) (2019)
- Colour Me Social, Innovator of Social Change, Education (2017)
- Chicago Defender, Women of Excellence (2016)
- 100 Women in STEM, Flex Magazine (2015)
- BIR Training Center, CIT Instructor of the Year (2013, 2012)
- Sears Holdings Corporation, Exemplify Excellence Award: Customer Focus (2006)
- DeVry University, Outstanding Employee Award (2005)

Business Development & Diversity Manager

INTREN, LLC

April 2017 – Present

Union, IL

Dedicated to maximizing development and business opportunities for certified minority, women, LGBT, veteran, and disability-owned businesses as suppliers, contractors and sub-contractors for supplier diversity. Program manager for the CONSTRUCT and Nicor Career Academy. Manages all workforce development programs and relationships throughout the INTREN footprint. Work with internal and external stakeholders.

- Manage diversity spend program. Create and manage monthly and annual budget. Lead supplier diversity Tier I (and Tier II) reporting.
- Responsible for reporting revenue of multiple business lines and ensuring the company has at least a 5% revenue expenditure in diversity contracts
- Report diversity spend to all utilities, Exelon, Nicor, WE Energies, KCP&L, AEP, Duke, etc.
- Collaborate with contracts and procurement to ensure MWBE spend is accurate and up to date
- Serve as primary point of contact for SD-related opportunities
- Update certification for vendors and sub-contractors, work with vendors to ensure proper documentation is on file
- Clearly communicates strategies, initiatives, and analyses to internal/external stakeholders and leadership monthly
- Assist in developing and driving strategic initiatives, programs, projects, systems and processes for the corporation in support of the overall diversity and inclusion strategy and goals
- Community engagement projects; community development through strategic partnerships; build diverse partnerships with workforce development agencies
- Program lead for the workforce development programs; CONSTRUCT program, geared towards increasing minorities in the utilities sector
- Create diversity and inclusion marketing campaigns. Plans and executes periodic heritage events

Director of Education & Training Innovation

YWCA Metropolitan Chicago

June 2013 – May 2017

Chicago, IL

Envisions, designs and implements sustainable program design, curriculum and scalable business models for generating new streams of revenue, including: workforce development, innovative continuing and professional programs for community and municipal clients. Focused on empowerment of woman and the community as well as building strategic relationships and partnerships that support social justice.

- Promoted social justice and equity in the community and partnerships
- Provided leadership, direction and management oversight for technology programs
- Secured funding sources for programming through grants and funding
- Created new and sustain strategic partnerships with the marketplace; developing specialized volunteer opportunities, create brand driven curriculum and programming
- Created and designing new curriculum across several business lines to meet agency needs
- Managed vendor/volunteer relationships, technical support and manage licensed systems and services

Adjunct Instructor

University of Arizona Global Campus (Ashford)

2020 - Present

BIR Training Center

2010 - 2013

Northwestern Business College

2010 - 2012

Ashford University

2010 - 2020

University of Phoenix

2008 - 2017

Colorado Technical University

2007 - Present

Economic Research Analyst

Compass Lexecon

April 2006 – November 2009

Chicago, IL