

Anne Marie DeCarolís

Talent Advocate - Strategist - Consultant



Professional Highlights

- Recipient of 2023 Thought Leadership in Learning & Development Award
- Designed global talent development strategies across the chemical, aviation, life sciences, manufacturing and brand protection industries
- Established a learning culture that engaged 96% of people leaders and 70+% of all employees in the first 10 months in 14 languages with over 16,000 LMS course completions
- Traveled to facilitate a bespoke leadership development program for aspiring and front-line leaders at GE
- Designed executive and HiPo development programs and immersive orientation programs
- Expanded cross-functional talent rotational program and implemented mentoring program
- Coached Employee Resource Group leaders and developed team of technical trainers into confident L&D professionals
- Co-led multimillion-dollar global HR transformation PMO
- Revitalized performance management cycles and related technology

Biography

Anne Marie DeCarolís is a global talent management leader, focused on empowering today's and enabling tomorrow's leaders. She thrives on creating highly engaging learning environments and making inclusion and belonging tangible for individuals from all walks of life. She has a track record for engaging talent, transforming cultures, leading change, influencing at all levels and implementing creative solutions that enable people to perform at their best.

Her love for advancing the field of talent management overflows into her blog, [Today's Unicorn Talent](#), named after her belief that all talent should be celebrated for their unique qualities and inherent value. The blog has reached readers in over sixty countries.

Anne Marie's work has been featured in [industry publications](#) and a [DisruptHR Talk](#). Her eBook, [Talent Management on a Sticky Note](#), designed for people leaders and HR teams is available for free download.

Credentials

- MBA in HR Management, *DeSales University*
- BS in HR, Marketing & Business Management, *Immaculata University*
- DISC Practitioner & Workshop Leader, *Assessments 24x7*
- Lean Six Sigma Green Belt, *General Electric*

Areas of Expertise

- Talent management
- Learning & development
- Leadership development
- Career coaching
- Diversity, inclusion & belonging
- HR strategy
- Performance management
- Global team development
- Employee engagement & culture
- DISC