

**Elliot D. Lasson, Ph.D.,
ABPP, SHRM-SCP**

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Summary and Competencies: **Human Capital Consultant** and **Board Certified Licensed Psychologist** with considerable experience in designing and implementing recruitment and staffing solutions. Has led various organizational development, training, and change management initiatives. Strong project manager with the ability to interact comfortably with a broad range of internal and external customers, including senior management. Seasoned in oral and written presentations to (senior) management. Solution-oriented style combining specific competencies with an analytic and strategic “big picture” approach. Strong technical expertise and a deep knowledge of relevant employment law as it applies to public and private sector organizations.

- **Talent Management** ▪ **Workplace Crisis Intervention** ▪
- **Assessment Solution Development and Implementation** ▪
- **Organizational Development** ▪ **Training** ▪ **Employment Law** ▪ **Employee Relations** ▪
- **Talent Acquisition** ▪ **Executive Coaching** ▪ **Thought Leadership on Employment and Workforce Topics** ▪

Work Experience

UMBC; Rockville, MD

2016 to Present

UMBC is a public university based in Baltimore whose graduate program in I/O Psychology is run out of Rockville

Professor of the Practice and Graduate Program Director

- Manages all aspects of the MPS program with over 100 student including admissions, faculty oversight, hiring, and policy
- Maintains regular teaching course-load during Fall, Spring, and Summer
- Liaises with the Division of Professional Studies and Department of Psychology on governance
- Created and interfaces with Advisory Board to solicit curriculum feedback and internship synergies for students

Lasson Talent Solutions; Baltimore, MD

2015 to Present

This is the private organizational consulting which I have maintained either part or full-time since 1989, taking on limited clients and engagements.

Human Capital Consultant

- Provides consulting services to U.S. and international clients in all areas of human resource management and organizational functioning, including HR selection systems, performance management, strategic planning, and team building; clients in manufacturing, financial services, health care, non-profit, faith-based and other sectors
- Serves as a provider for BHS, a corporate wellness and solutions company, performing workplace crisis interventions following traumatic events for clients in healthcare, assisted living, law enforcement, and science sectors; also has been a trainer on topics such as sexual harassment prevention and conflict
- Has been an expert witness on Human Resource and testing matters including research, reports, depositions, and testimony (e.g., cases in New York, New Jersey); cases have included wrongful termination, employability, and harassment
- Supports local and global staffing searches for organizations across disciplines
- Develops and implements formal training in areas such as leadership, sexual harassment, workplace violence, interviewing and performance management
- Performs competency assessments using behavioral interview protocol and scoring guide; has been engaged in executive coaching and leadership development for clients
- Served as interim HR Director for niche clients including Green Bay Packaging (Baltimore, MD)
- Subcontracted for KnowledgeBank, a management consulting firm in supporting a project designed to enhance the Human Capital of a Federal agency in Washington; meets with management, collects best practices, and informs recommendations for implementation
- Numerous media appearances as a thought leader

Joblink of Maryland, Inc.; Baltimore, MD

2008 to 2015

Joblink is a nonprofit HR organization which supports employers and recruiters by providing screened candidates for positions. Manages all operations for this non-profit organization; duties include guidance to job seekers in the form of career counseling and facilitating leads with the objective of suitable job placement

Executive Director of Human Resources

- Provided job search, outplacement, and networking services to close over 2750 clients and facilitated the placement of over 400 job seekers into full-time and part-time positions with an aggregate annualized compensation of over \$20 million in total compensation (since 2009)
- Interfaced with organizations and third-party recruiters and posts an average of 185 unique job reqs per month
- Delivered executive coaching services to senior-level professionals in different occupational areas;
- Consulted with local employers on their needs regarding Talent Management, Talent Acquisition, and Organizational Development
- Supported clients in managing employee relations situations; developed and delivered workshops in interviewing skills and resume writing to local community
- Built business relationships with local employers; responsible for promoting the visibility of the organization and its services
- Developed and implemented a state-of-the-art website with an embedded HRIS tracking/matching mechanism
- Managed Payroll, Budget, and 990 processes for organization

Maryland Department of Budget & Management; Baltimore, MD

1998 to 2008

The MD Department of Budget & Management is the semi-centralized Human Resources entity which supports recruiting and hiring for Maryland state government. In my role, I oversaw statewide testing protocols and supported HR representatives in state agencies.

Director, Recruitment and Assessment Division

- Talent Management, Workforce Planning, and Compensation- participated in and led internal workgroups charged with improving processes and customer service, in ways consistent with laws, regulations, and EEO initiatives; led Workforce Planning work group to strategically plan for future HR contingencies in light of anticipated turnover and retention trends; led succession planning projects through skills gap analyses; used OD interventions to align HR function with overall business strategy within the matrix management of the organization's HR Management System; worked with Classification and Compensation to develop salary structures for common job titles; worked on subcommittee to recommend changes to State's salary and benefits structure in an effort to attract and retain talented professionals
- Recruitment and Staffing- reported to the Executive Director of HR Services and Benefits with a scope that covers over 20,000 employees in over 30 business units; supported State agencies within a Shared Services model; had administrative responsibility for 30 staff members of HR Supervisors, Analysts, data entry, and clerical employees, including 8 direct reports; represented the agency to internal and external customers concerning staffing policies and procedures; developed and implemented high volume and specific recruitment programs and selection processes for different job titles within organizational units to ensure standardization and consistency; executed effective sourcing strategies to attract college-age population; led large-scale job analysis projects to develop appropriate recruitment and assessment systems; performed job analytic and other research to create more efficient assessments to maximize employee performance and engagement; utilized competency modeling approach to selection and performance assessment; developed an on-line application and rating process for IT, fiscal professional, and other job titles that reduces the applicant screening and assessment to an expedited 72-hour window; created new selection system for correctional officer job titles that resulted in a more streamlined recruitment and staffing process; developed targeted recruitment programs for hard-to-recruit job titles that integrated Internet, targeted outreach, and traditional marketing strategies; managed the staffing and selection process for a variety of positions; served on task force to evaluate State's compensation and benefits program; utilized the SIGMA Applicant Management System/HRIS as the ATS; worked with project manager to develop a new HRIS
- Employee Relations, Guidance, and Policy Interpretation- represented management in first and second step Employee Relations hearings; participated in cross-functional teams in the development and implementation of recruitment, branding, and IT initiatives; developed formal policies and procedures and provided guidance to HR Managers in over 35 organizational units on human resource issues to ensure compliance with professional practice, law and policies, and Federal statutes
- Organizational Development and Training- administered, designed, and delivers formal training to HR professionals in over 30 business units; training included behavioral interviewing techniques as well as course modules for the HR Assessment Certificate Training Program; conducted needs analyses with customers to be used in feedback loop with program design; formulated and recommends solutions to

increase efficiencies related to Human Resource functions; evaluated training and action plans as to their effectiveness

Booz•Allen & Hamilton; McLean, VA

1997

BAH is an international consulting firm which is a government and private sector contractor.

Special Consultant

- Conducted focus groups and performed workflow analyses
- Benchmarked private and public sector organizations for best practices
- Analyzed data and wrote recommendation reports; conducted phone interviews gathering data in making recommendations on proposed business offering by client

Morgan State University; Baltimore, MD

1994 to 1996

Morgan State University is a Historically Black College and University that was founded in Baltimore in 1867.

Instructor

- Taught classes in the Psychology Department full-time; including Applied Psychology, General Psychology, and Experimental Psychology
- Mentored students on research projects

Other Professional Activities

University of Baltimore; Baltimore, MD

1994 to Present

Adjunct Professor II

- Teaches courses in the Masters program in the Division of Applied Psychology
- Contributes to the Division's curriculum and program design as well as student career mentoring
- Teaches classes including Personnel Psychology, Personnel Assessment, Employment Law for Human Resource Management, Organizational Behavior, Employee Selection Procedures, Job Analysis, Program Evaluation, and Interviewing (one course a year: Summer Semester)

UMBC Shady Grove; Rockville, MD

2008 to 2016

Adjunct Professor II

- Teaches a variety of classes at the graduate level including Employment Law, Methods of Assessment and Applied Social Psychology (one course in Fall and one in Spring)
- Presents workshops or students at the Shady Grove Career Center on Job Interviewing and Workplace professionalism

Education

Wayne State University; Detroit, MI

M.A. (1990); **Ph.D.** (1992)

Major: *Industrial/Organizational Psychology*; Minor: *Measurement and Statistics*

University of Maryland; Catonsville, MD

B.A. (1987)

Major: *Psychology*, with a concentration in Personnel Administration

Licenses and Certifications

Licensed Psychologist; April, 2022 (WI # 4046-57)

Board Certified by the American Board of Professional Psychology, Organizational and Business Consulting Psychology; March 2024 (#11771)

Senior Professional in Human Resources from Human Resources Certification Institute; January, 2015 (active)

SHRM-Senior Certified Professional from Society for Human Resource Management; January 2015 (active)

Critical Incident Stress Management Training from ICISF; May 2018

Professional Organizations and Leadership Roles

- Governor's (Maryland) Workforce Investment Board (Member)
- Mid-Atlantic Personnel Assessment Consortium (Two Term President)
- Chesapeake Human Resources Association (Member)

- Society for Industrial/Organizational Psychology (Member, Chair of LCC, and Annual Conference Program Reviewer)
- Society for Psychologists in Management (SPIM)
- International Public Management Association- Assessment Council (Member and Annual Conference Program Reviewer)

Presentations and Publications

Extensive list of professional publications and presentations furnished upon request