

# SALLIE DANIELS

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## Strategic Learning & Inclusion Leader | Organizational Talent & Performance Optimization

Dynamic HR and DEI professional with 10+ years of experience leading enterprise-wide talent, learning, and inclusion strategies. Skilled in operationalizing global initiatives, embedding equity and belonging into organizational culture, and ensuring compliance with EEOC, OFCCP, and federal contractor standards. Proven success in cross-functional collaboration, leadership development, and data-driven decision-making that enhance engagement, retention, and organizational performance. A trusted partner to executive leaders and COEs, integrating diversity and compliance principles into business strategy, workforce analytics, and cultural transformation.

### CAREER HIGHLIGHTS

- **Increased training adoption by 35%** through strategic collaboration with global stakeholders and third-party vendors. (*Egger Wood Products*)
- **Reduced training costs by 800%** after eliminating unnecessary vendor expenses while retaining essential external providers for specialized training (e.g., OSHA certification). (*Egger Wood Products*)
- **Boosted employee retention and leadership pipeline** by launching leadership development programs that increased engagement by 35%. (*UNIFI*)
- **Established and scaled a new training department, mentoring a 15-person team and increasing training efficiency by 40%.** (*Printful*)

### PROFESSIONAL SKILLS

Strategic Leadership & Cross-Functional Team Management • Learning Program Development & Revenue Generation • Community Engagement & Stakeholder Management • Event Strategy & Execution • Data Analysis & Performance Monitoring • Curriculum Design & Instructional Design • Adult Learning Theory • Diversity, Equity, & Inclusion • Talent Development • Collaboration & Communication with Key Stakeholders

### CAREER PROGRESSION

JUNE 2023 - JANUARY 2025, (*position impacted due to organizational restructuring*)

#### **Learning & Development Specialist | Talent Management | Egger Wood Products, Lexington, NC**

- Partnered with Egger's Global Center of Excellence to localize and execute enterprise-wide learning and inclusion strategies, aligning with corporate DEI and compliance objectives.
  - Spearheaded the development and delivery of North American learning initiatives, increasing organizational learning capacity and reducing instructional costs by up to 800%.
  - Selected by the global CoE as a Subject Matter Expert to design a scalable "transfer of knowledge" module, streamlining onboarding and upskilling for international teams.
- Built and nurtured key relationships with global counterparts, stakeholders, and third-party vendors, enhancing training efficiency and boosting program adoption by 35%.
- Led cross-functional collaboration with plant management, safety, and production teams, ensuring learning programs aligned with business goals and reducing safety incidents.
- Implemented a new LMS strategy in SAP and SuccessFactors, increasing course completion rates by 40%.
- Designed and implemented compliance-focused programs aligned with EEOC, OFCCP, and OSHA standards, maintaining 100% audit readiness and reducing organizational risk.

OCTOBER 2021 - DECEMBER 2022, (*position impacted due to company-wide layoffs. Location has since closed*)

#### **Training Manager | UNIFI, Madison & Reidsville, NC**

- Designed and implemented a company-wide inclusion and compliance training program focused on belonging, equity, and cultural engagement, improving organizational efficiency by 15%.
- Led a team of 11 trainers across two facilities, achieving a 54% improvement in training consistency and effectiveness.

- Developed leadership development modules for emerging leaders, strengthening succession planning and accelerating professional development within the organization.
- Analyzed training ROI using KPI-driven data insights, leading to an 18% reduction in training gaps and increased retention.
- Championed a culture of continuous learning by integrating 1:1 coaching, resulting in a 35% increase in new employee engagement scores.

FEBRUARY 2021 - OCTOBER 2021, *(department impacted due to organizational restructuring)*

**Operations Training Manager | Printful, Charlotte, NC**

- Established and scaled a new training department, managing and mentoring 15 employees across multiple shifts, improving training efficiency by 40%.
- Launched onboarding and leadership development programs, increasing new hire retention by 12% and improving ramp-up time by 20%.
- Partnered with senior leadership to embed inclusion, equity, and belonging into training initiatives, improving productivity by 16% and fostering a high-performance culture..
- Leveraged Power BI to analyze training data, implementing data-driven enhancements that improved training effectiveness by 22%.
- Developed a competency-based training model and a KPI matrix for new employees, streamlining skill development and career progression tracking.

AUGUST 2011 – JUNE 2020; AUGUST 2000 - JUNE 2008

**Lead Art Education Specialist | Guilford County Schools, NC & Fairfax County Schools, VA**

- Co-developed a best-practices module for new educators, leading to a 65% increase in instructional effectiveness for special needs populations.
- Successfully negotiated a 12% increase in the art department budget and secured \$10,000 in grants, expanding program offerings and resources.
- Launched blended learning programs (virtual, self-paced, and in-person) to support diverse learning styles and improve knowledge retention.

JUNE 2008 – AUGUST 2011

**Curriculum Developer & Order Production Coordinator | CustomInk.com, Falls Church, VA**

- Developed and optimized a training curriculum for production managers, sales, and operations teams, reducing error rates by 35% and improving process efficiency and communication by 40%.
- Recognized for innovation, earning a nomination for "Best Innovation of the Year" for the training curriculum.

## EDUCATION & CERTIFICATION

**Master of Science, Human Resources Organizational Development** | University of Louisville | Louisville, KY

**Bachelor of Fine Arts, Art Education** | University of North Carolina- Greensboro | Greensboro, NC

**Certification:**

**Enterprise Design Thinking Practitioner Certified** | IBM

## PHILANTHROPY

SEPTEMBER 2017 - CURRENT

**DEI Chair and Alumnae Advisor for Chi Omega Sorority, UNCG**

- Lead initiatives to create an inclusive alumnae network and active chapter.

JANUARY 2021 - MARCH 2022

**Board Member at Large, DEIA Committee Member for Reconsidered Goods**

- Strengthened organizational diversity, equity, and accessibility efforts.