



TD Executive Leadership Executive



Shaun Carr, CPTD®

Director
Finance

Role Level

Executive

Key Skills

- Research
- Performance Improvement
- Learning Styles
- Organizational Development
- Level of Learning

TD Team Size

4 members

Company Size

150

TD Tenure

10 years

Biggest Challenges

Budget and buying

What is the BEST part of your job?

Seeing my employees develop and grow to be successful individuals.

How did you get into talent development?

I did company-wide training presentations once in a while. Then I applied for the training & development manager position and never looked back.

Advice for people interested in the kind of role you have?

You must have patience, willingness to learn all the time, take feedback, and act on it.

What does your typical week look like?

In my position at this time I am not in the day-to-day talent development activities. I provide guidance and direction to my team using my past experience in and my knowledge as a CPTD. I also use my CPTD knowledge to communicate the best practices for our organization to the c-suite and department heads. I plan development strategies, work on implementation teams, and develop and track budgets. I also use that knowledge to supplement our HR team and coordinate them with talent development efforts from a holistic organizational strategy in writing and revising policies, procedures, and practices.