

BRENDA HOMAN

CAREER SUMMARY

Authentic mentor, business and career coach, and professional skilled at running the strategy, creation, and execution of programs. Proven success in leadership development, management, recruitment, and career coaching. Demonstrated ability to work past barriers and create opportunities while collaborating effectively with diverse groups of customers.

PROFESSIONAL EXPERIENCE

MIAMI UNIVERSITY, FARMER SCHOOL OF BUSINESS | OXFORD, OH

Interim Director of MBA Program

2019 – Present

- Manage program strategies and marketing plans for Professional MBA program and Executive Education programs
- Recruit diverse talent into MBA program by collaborating with the FSB graduate team to share resources and talents, resulting in a current roster of graduate students from 65 different employers in the greater Cincinnati region
- Coach working professionals in career development, advancement, and transitions using career tools and Miami network
- Execute customized executive education programs for regional clients by collaborating with clients and instructors during the development, implementation, and assessment of the program
- Increase diversity in the program with incoming graduate students (increase of approx. 20% in domestic minorities and 5% in women from fall 2019 to fall 2020) and teaching faculty by recognizing talent, developing trust, cultivating and empowering others to achieve professional goals
- Partner with department chairs and faculty across campus to achieve learning goals and meet university initiatives

EY Professional Development Advisor

2012 – 2019

- Developed and taught Accountancy Careers Exploration course utilizing innovative methods to enhance professional development skills, exposing students to many career options in accountancy, and providing high-touch employer engagement through panels, presentations, and networking (1,241 students in 39 courses over 14 semesters)
- Coached over 1,000 business students via 1:1 appointments to prepare for entry into career including navigating the self-discovery process, reviewing resumes, preparing for interviews, and making decisions on offers
- Collaborated with business and central career center to execute career services programs that prepare students for internships and full-time positions, including career workshops, case competitions, and diversity initiatives
- Facilitated meetings with employers and implement accounting recruiting policies that preserve the competitive recruiting process while protecting the students' job search
- Managed accounting employer relationships through communication of employers' events, office hours, information sessions, speaker series, case competitions, and career opportunities
- Advised student organizations which run a career event with over 50 employers and 350 students in annual attendance
- Created and communicated a weekly email to students, staff, and employers containing current news, calendar of events, and updates from the Department of Accountancy
- Recruited, developed, and executed a two-week domestic course to New York City and Washington D.C., combining cultural experiences and educational sessions with organizations in financial services, government and tax policy

Additional Projects at Miami University

2015 – Present

- Facilitate Herrmann Brain Dominance Instrument (HBDI) assessments across Miami University (Student-Athletes, Entrepreneurship course, Graduate program orientations, staff) developing self-awareness on individual and team level
- Instruct accountancy session in Mini-MBA Executive Education program to working professionals, collaborating with director and finance instructor to meet needs and learning objectives of clients
- Taught accountancy, management and leadership, and presentation skills to Summer Scholars high school program, increasing business knowledge through fundamental and practical application (2015 – 2018)
- Engaged non business majors while teaching accountancy in Miami PRIME undergraduate program to showcase foundations of accounting in a creative and applicable method (2015, 2018)

BANK OF AMERICA | CHARLOTTE, NC

VP, Campus Talent Manager

2010 – 2012

- Managed Technology MBA Leadership Development program initiatives, recruited and oriented Technology MBA participants, and created and drove program design across Global Technology and Operations
- Coached approximately 45 Technology MBA participants through three rotations and final placement
- Facilitated leadership development trainings for undergrad and graduate participants in person and via technology
- Collaborated with stakeholders to implement enterprise wide or LOB specific leadership development solutions
- Managed and supported on-boarding and orientation processes with approximately 500 incoming campus participants
- Built and maintained stakeholder relationships and communicated expectations, program processes and timelines
- Fostered continued leadership development with MBA participants through monthly connect calls that reported action items from committees and virtual team building activities

QUEENS UNIVERSITY OF CHARLOTTE | CHARLOTTE, NC

Graduate Assistant, Enrollment Management

2009 – 2010

- Conducted internal and external research to identify best practices relating to campus student employment
- Consulted with the Student Employment Office and make recommendations for best practices for Queens University

Graduate Student, Organization Development and Coaching Projects

2008 – 2010

- *Organizational Development Assessment of Charlotte's Public Service Sector* - determined need for and value of organization development-type services in Charlotte public service sector and concluded the findings support such a need
- *Innovate Like Google* - presented arguments on 'What Google would do' to transform higher education institutions
- *Innovation and Connectivity* – Using technical tools to create digital stories, design, and presentations to offer and implement change in methods that are impactful to the client
- *Coaching Practicum* – focused on coaching millennial clients completing graduate studies and career transitions

LINDNER CENTER OF HOPE | CINCINNATI, OH

Human Resources Assistant

2008

- Streamlined recruiting process and new hire orientation by creating databases communicated to management
- Performed recruiting responsibilities for new health facility with approximately 150 new employees

FIFTH THIRD BANK | CINCINNATI, OH

Financial Controls Group Manager

2006 – 2008

- Managed two mortgage loans groups through monthly reconciliation process while implementing organization and process changes to comply with regulatory requirements
- Demonstrated success in transforming an underperforming group into a team that conquered challenges and accomplished business goals including organization structure changes, process improvements, mergers, and technology upgrades
- Developed performance of 15 employees through goal setting, completing annual evaluations, and coaching
- Recruited and hired employees to fill management and staff positions across Financial Controls team
- Led Centralized Recon Employee Engagement Committee and volunteer activities to promote employee engagement and community across six reconciliation groups
- Tested and implemented system conversions and corporate acquisitions that impacted the reconciliations

Financial Controls Supervisor

2005 – 2006

- Supervised escheatment and support teams through annual reporting process and daily support function for Bancorp
- Directed general ledger access quarterly and monthly reviews within Financial Controls
- Performed Finance Risk Management responsibilities by administrating the Business Continuity Plan and Information Security processes through collaboration with corporate and LOB Finance teams

Financial Controls Senior Analyst

2003 – 2005

- Designed and implemented appropriate control environment while working with multiple levels of management
- Utilized Access and Excel to analyze raw system data into manageable reports distributed to the project members

DELOITTE & TOUCHE | DAYTON, OH

Audit In-Charge

2001 – 2003

- Supervised staff on audit engagements and managed an efficient budget to complete audit testing and procedures
- Performed Association for Investment Management and Research attestation services for investment clients

PROFESSIONAL CERTIFICATIONS

Herrmann Brain Dominance Instrument (HBDI) Certified Facilitator

2011 – Present

Executive Coaching Certificate, Queens University of Charlotte

December 2009

Certified Public Accountant, (Inactive status since 2017)

2003 – 2017

EDUCATION

Master of Science in Organization Development, Queens University of Charlotte | Charlotte, NC

Master of Business Administration, University of Dayton | Dayton, OH

Bachelor of Science in Business, Accounting and Finance, University of Dayton | Dayton, OH

OTHER EXPERIENCE

OCEAN Programs, Small Business Training Facilitator, Cincinnati OH

2021

- Facilitated two cohorts of small businesses through the Genesis Entrepreneurship Training (GET) through the nine-week training program that equipped them to launch their business
- Led virtual workshops that dove deeper into the asynchronous learning modules, filled gaps in their business knowledge, and built community connections during their entrepreneurship journey

Napa Valley Wine Academy - Level 1 & 2 in Wine

2018, 2021

Innovation Institute, McColl Visual Arts Center, Charlotte, NC

2011