

# **Cindy Lubitz**

**Managing Director at inTalent Consulting Group**

Atlanta, GA, US

Fortune 20 HR Strategist

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## **Biography**

Cindy Lubitz is the Founder and Managing Director of inTalent Consulting Group. She is a seasoned HR executive with 20 years of experience in leading Talent Acquisition, Talent Management and Executive Development functions at Fortune 100 companies. Her work has an emphasis on aligning integrated talent management processes, including recruiting and staffing strategies with business growth strategies. Cindy offers a breadth and depth of HR and staffing industry experience that has earned her the reputation of a strategic advisor to many of today's leading corporations and organizations. Her specialties include designing and implementing talent strategies; leading and improving talent acquisition departments through process improvement efforts and team assessments; leadership/executive development assessment; and CEO succession planning/talent review processes. Cindy led both Talent Management and Talent Acquisition functions during her 11 years with The Home Depot. Serving a Fortune 20 company and the world's second largest retailer, Cindy garnered HR leadership experience working with 2,200 stores and over 300,000 employees, also facilitating one of the most highly publicized leadership transitions in the last decade. After Home Depot, she left to build a consulting firm with one thing in mind: developing talent solutions for business executives and HR leaders. Her intimate knowledge of what internal HR teams require has been the foundation of her company's success. In just the last five years, her firm has led talent projects for companies like Assurant, Toys R Us, Chick-fil-A, TJMaxx, Equifax, WCRI, Turner, Dow Jones, Microsoft and Coca Cola Enterprises that have streamlined processes, developed tools and built structures for many Fortune 500 brands.

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## **Availability**

Keynote, Moderator, Panelist, Workshop, Corporate Training

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## **Industry Expertise**

Staffing and Recruiting, Talent Management, Human Resources

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## **Areas of Expertise**

The Roi of Human Capital Management, Reality-Based Talent Planning and Succession, Lessons Learned in Succession & Talent Planning From the Home Depot, Building & Leading A Talent Acquisition Function, 1099: the Wave of the Future

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## **Sample Talks**

## "Reality-Based Talent Planning and Succession"

Traditional succession planning involves identifying future potential leaders to fill key positions within a company should something expected (retirement) or unexpected (death) happen to the current leadership. But the game is changing: In 1995, one in eight CEOs was forced from office; in 2006, one in three. Cindy Lubitz of inTalent discusses the market drivers for this shift, and how workforce trends in 2012 and beyond are changing succession planning rules.

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## Education

### University of Virginia

Bachelor of Arts Communications

### Columbia University

Masters of Arts Organization Change and Consultation

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## Testimonials

### Richard Victor, J.D., Ph.D

Cindy Lubitz was instrumental in designing a new organizational and leadership structure for our growing company. In doing so, she brought great energy and a fresh perspective. Her excellent listening skills allowed her to identify needs and barriers within the organization, and she has a talent for telling people things that they may not want to hear, but in a way that they can hear and act on what she is saying. I would engage her again and highly recommend her to other businesses looking for assistance with organizational development.

### Kimberly Nassau

I have worked with Cindy Lubitz and inTalent Consulting Group for almost five years. In that time, they have helped me overcome a multitude of challenges in the Talent Acquisition arena. They were absolutely key in helping me assess and improve Talent Acquisition results for my organization. With their help, we were able to identify, develop and implement staffing best practices. The TA team could not have achieved the many successes we enjoyed without them. Their knowledge, skills and guidance helped to expedite achievements in this time of dramatic change and organizational transformation.

### n/a

Cindy Lubitz is an experienced Human Resources executive. Her experience in high-volume, complex organizations is excellent. She has a proven track record of successfully leading the talent acquisition activities within companies with significant nonexempt and exempt hiring needs.

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