



## **Jeffery L. Smith**

### **Senior Consultant**

Jeffery L. Smith is a dedicated HR executive with a successful track record of improving employee productivity and contributing to employee growth and development. Known for his ability to build highly effective teams and deliver operational excellence, Jeffery has consistently enhanced the strategic performance of several business units within Fortune 50 companies. He partners with influential business leaders to prioritize and meet organization goals.

As a business leader with over 25 years' experience, Jeffery has been recognized in Sales and HR for delivering breakthrough results at Procter & Gamble, a Fortune 50 company. Throughout his career, he has developed expertise, and was sought to lead in the areas of Diversity & Inclusion, Strategy Development, Recruitment & Selection, Organization Assessment & Design, Employee Relations, and Leadership Development.

Jeffery was Associate Director, Global Diversity & Inclusion where he was instrumental in driving organizational efficiency, developing strategy, and improving public relations. Through his leadership significant funding was secured to support employee resource groups and a multimillion-dollar, multi-year partnership was initiated with strategic external partners. Jeffery was able to improve operations by developing a global strategy that streamlined diversity curriculum, improved scorecard delivery, and standardized communication processes. As an HR Business Partner, Jeffery worked with Sr. Leaders and led organization designs that closed budget gaps up to \$5 million. He also successfully managed a range of high-risk employee relations cases and served as regional recruiter for multiple sales regions.

After his P&G career, he was VP of Operations for Diversity Best Practices Consulting. In this role he led D&I consulting engagements for a range of clients in both business to consumer and business to business markets. He also served as Executive Director of Diversity Best Practices where he worked with Fortune 500 C-Suite leaders to develop diversity and organizational strategies. He was also recognized as a leader in ERG strategy development and infrastructure building. He was also a featured speaker and panelist at DBP's domestic and global conferences.



Most recently, Jeffery has served as a Senior Consultant on multiple D&I engagements. In this role he has worked with C-Suite leaders to develop strategy, implement change management, and build organizational capability.

Jeffery continues to serve as a keynote speaker, panelist, and subject matter expert at Diversity & Inclusion events at major corporate and professional conferences.