

**INDUSTRIAL DEVELOPMENT**  
**BOARD**

**RESUME LIST:**

Roberthon, Mechelle A.

*no incumbent submission*

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# MECHELLE A. ROBERTHON

(337)280-5866 | mechelleroberton@gmail.com | 303 Charles Dr. Lafayette, LA 70508

*www.mechellerob.com*

## PROFESSIONAL PROFILE

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I'm a Certified Professional in Talent Development (CPTD) through the Association of Talent Development. My background includes training delivery, performance improvement, managing learning programs, and interpersonal/business/personal skills. Currently, I am pursuing a Doctor of Education degree in Learning and Organizational Change from Baylor University. I hold a Master of Science in Education with a specialization in Training and Performance Improvement. I'm also an experienced career and professional development instructor; having taught over 500 corporate courses with my evaluations consistently rating above average. My dynamic and engaging teaching style has become a favorite amongst learners.

## PROFESSIONAL EXPERIENCE

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2020- Present

Home Bank, N.A.

***Vice President, Director of Talent Development***

- Secured a Louisiana Incumbent Workers Training Program (IWTP) grant in the amount of \$196,000. On target to hit 100% of the grant goals that includes ensuring a minimum of 232 people are trained, 24 people are promoted with their positions backfilled, an average 3% wage increase, and at least 232 people in my organization's workforce are retained.
- Serve as an Integration Partner for enterprise-wide training during bank acquisitions.
- Lead the administrative function of the compliance program and compliance program engagement.
  - In 2021, 100% employee completion rate and a 99% completion rate for directors.
- Lead annual Employee Learning Week (ELW) initiatives during the 1<sup>st</sup> full week in December in alignment with the Association of Talent Development.
- Developing an internal leadership development program for over 140 leaders in entry-level, mid-level, senior, and executive leadership roles.
- Lead the learning function that provides development opportunities for branch operations, commercial lending, credit administration, mortgage lending, loan servicing, customer care, and operation departments.

2017-2020

Franciscan Missionaries of Our Lady Health System

Our Lady of Lourdes Regional Medical Center

***Senior Learning Partner***

- Led, guided, and mentored the Acadiana market's Learning Coordinator
- Supported and created organizational development enterprise wide for the health system and specifically in the Acadiana region through independent design, delivery and implementation of learning and development programs for leaders (Managers and above) and team members.
- Conducted one-on-one coaching with entry level- senior level leaders
- Learning management system (HealthStream) super user administrator. Established administrator protocols for the Acadiana region, approved additional administrators, and facilitated one-on-one training and group training for in market administrators.

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- Ran compliance reports from the LMS for organizational audits: Assignment completions, test scores analysis, and student transcripts
  - Led several enterprise wide and market specific projects including: Annual education alignment for the health system and specifically for the Acadiana region, new team member experience for the health system, rewards and recognition program for the Acadiana region, and assisted in house SMEs (Subject matter experts) with content organization and delivery.
  - Virtual facilitator and producer. Facilitated leadership and professional development content and organized (Produce) logistics for the virtual experience including registration setup, admitting participants into the virtual environment, meeting governance to reduce distractions with technology (Visual and audio), and virtual engagement.
    - Proficient in the following platforms: Cisco WebEx, Zoom, Microsoft Teams, and Google Meets.
  - Used appropriate adult leaning methodologies in the facilitation and design of organization programs.
  - Researched and developed course content and material for new training programs based on organizational needs.
  - Developed learning measurement tools to determine the effectiveness of learning initiatives.
- Achievements**
- (2019) Franciscan Service Award (Highest employee honor)
  - (2019, 2018, 2017) Champions of Learning (Employee Learning Week participation through the Association of Talent Development)

2014 - 2017

Lantec of Louisiana Corporate Training Center, LLC

***Instructor Supervisor/Professional Development Instructor***

- Facilitated instructor led trainings daily in an 8-hour format classroom style
- Earned and consistently maintained above-average evaluations
- Reviewed completed class evaluations for both in house and contract instructors to address/correct any issues identified by students, and to praise accordingly
- Tirelessly advocated for the instructional staff during management meetings to ensure their needs were being met (Class prep time, staff development, student experience)
- Worked in conjunction with the sales team and operations to confirm course materials, create course outlines, and develop custom content for training

**Achievements**

- (June 2014, November 2014, June 2015) Employee of the Month

2013 - 2014

Teem Academy

***Employment Specialist***

- Advocated for employment of persons with disabilities by assisting clients with securing employment in a competitive job market. This included resume development, mock interviews, and shopping resumes
- Successfully secured employment for two clients in less than 2 months of hire
- Attended state training seminars for Louisiana Rehabilitation Services (LRS) to acquire and enhance workforce development skills

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2011 - 2013

Big Brothers Big Sisters of Acadiana

## ***Senior Case Manager***

- Oversaw logistics/implementation of all agency community activities to include the annual Halloween party, annual picnic, and back to school breakfast with key school administrators
- Increased the number of children school base enrollments by 25% for the 2011-2012 school year
- Oversaw program manual reconstruction in compliance with national standards
- Successfully screened volunteers and clients for enrollment/onboarding in a timely manner

## **EDUCATION**

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2022- Baylor University

- Major: Learning and Organizational Change
- Degree: Doctor of Education (Expected, currently a doctoral candidate)

2016 – Capella University

- Major: Training and Performance Improvement
- Degree: Master of Science in Education

2010 – University of Louisiana at Lafayette

- Major: Arts & Humanities/Behavioral Sciences
- Degree: Bachelor of General Studies

## **CERTIFICATIONS**

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- (2020) Modern Classroom Certified Trainer (MCCT)- Logical Operations
- (2020) High Performance Learning Journey Champion-Brinkerhoff Certification
- (2019) Certified Professional in Talent Development (CPTD)- Association of Talent Development (Formerly CPLP-Certified Professional in Learning and Performance)
- (2018) Certified Crucial Conversations Trainer-Crucial Learning (Formerly Vital Smarts)
- (2016) Microsoft Office Specialist (MOS)- PowerPoint 2016

## **PODCAST FEATURES**

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- (2021) Purposely Driven Podcast
- (2021) The BankerCast: A Banker's Guide to Success- A Positive Team Culture Leads to Positive Team Performance
- (2021) Discover Lafayette- Managing Employees During Covid and Beyond
- (2021) Leadership with Heart- Leaders with Heart Surrender
- (2021) Inclusion in Progress- Why DEI Often Fails Black Women in Leadership
- (2018) Profiting from Your Passion- Psychological Safety Encourages Ideas



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## PRESENTATIONS & WORKSHOPS

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- Roberthon, M. A. (2022, March 8). *Outward Mindset and Growth Mindset* [Conference session speaker and closing keynote]. Acadiana Society of Human Resources (ASHRM), in Lafayette, Louisiana.
- Roberthon, M. A. (2022, January 29). *Data Collection Lessons From The Few In The Room Where It Happens* [Conference session presenter]. Baylor Emerging Research Conference, online.
- Roberthon, M. A. (2021). *Cupcakes & Coffee*. Women of Wisdom in Lafayette, Louisiana.
- Roberthon, M. A. (2021). *Present Like A Pro: Virtual Training Tips*. Louisiana Bankers Association.
- Roberthon, M. A. (2021). *Career Panel*. Women of Wisdom in Lafayette, Louisiana.
- Roberthon, M. A. (2021). *You Can Manage Your Manager*. Imperial Calcasieu Human Resource Management Association 27<sup>th</sup> Annual Conference.
- Roberthon, M. A. (2021, February 6). *Engagement and Community* [Conference session moderator]. Baylor Emerging Research Conference, online. <https://link>
- Roberthon, M. A. (2020). *Managing Up & Managing Down*. Acadiana Society of Human Resources in Lafayette, Louisiana.
- Roberthon, M. A. (2020). *CODE BLUE: Reviving Dead Facilitation Skills Stat*. The Association of Talent Development in Baton Rouge, Louisiana (This presentation was accepted for The Association of Talent Development's International Conference and Exposition 2020; conference was cancelled).
- Roberthon, M. A. (2020). *Reaching for You: Using My Privilege to Help Women Pass*. University of Louisiana at Lafayette Women's Leadership Conference in Lafayette, Louisiana.
- Roberthon, M.A. (2020) *Round Table Discussion Part 2: Overview on Human Resources and Talent Development*. Louisiana Small Business Development Center in Lafayette, Louisiana.
- Roberthon, M.A. (2019) *Round Table Discussion Part 1: Overview on Human Resources and Talent Development*. Louisiana Small Business Development Center in Lafayette, Louisiana.
- Roberthon, M.A. (2019). *Therapeutic Foster Care Annual Training*. Gulf Coast Social Services in Baton Rouge, Louisiana.
- Roberthon, M.A. (2019). *Emcee/Host*. Acadiana Society of Human Resources Annual Conference in Lafayette, Louisiana.
- Roberthon, M. A. (2019). *Psychological Safety on Your Board*. Acadiana Onboard Summit in Lafayette, Louisiana.
- Roberthon, M.A. (2019). *Emcee/Host*. Girl Scouts Pines of the Gulf Top Seller Cookie Event in Lafayette, Louisiana.
- Roberthon, M. A. (2019). *Psychological Safety in the Workplace*. Home Bank in Lafayette, Louisiana.
- Roberthon, M. A. (2019). *Who Moved My Cheese Workshop*. CCI Pipeline in Breaux Bridge, Louisiana.
- Roberthon, M. A. (2019). *From the Classroom to the Boardroom*. Delta Sigma Pi Business Fraternity University of Louisiana at Lafayette in Lafayette, Louisiana.
- Roberthon, M. A. (2019). *Team Building Activity*. Business Network International Vermillionaires in Lafayette, Louisiana.
- Roberthon, M. A. (2019). *Sexual Harassment and Domestic Violence Workshop*. Lafayette Neighborhoods' Economic Development Corporation in Lafayette, Louisiana.
- Roberthon, M. A. (2019). *Build Your Brand: Be Who You Want to Be*. University of Louisiana at Lafayette Women's Leadership Conference in Lafayette, Louisiana.

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- Roberthon, M. A. (2019). *Testimony*. Daughters of Zion with a Vision Prayer Brunch in Bayou Vista, Louisiana.
- Roberthon, M. A. (2019). *My Journey in Talent Development*. Connections Professional Networking Group in Lafayette, Louisiana.
- Lee, S., Roberthon, M.A., Leingang, R. (2018). *Workplace Learning Strategies*. Acadiana Society of Human Resource Management in Lafayette, Louisiana.
- Roberthon, M. A. (2018). *Knowledge Management: Sharing the Wealth of Your Team's Expertise*. Association of Talent Development Baton Rouge Chapter Special Interest Group Webinar.
- Roberthon, M. A. (2018). *Knowledge Management: Sharing the Wealth of Your Team's Expertise*. SQL Saturday Conference in Baton Rouge, Louisiana.
- Roberthon, M. A. (2018). *Psychological Safety in the Workplace*. Acadiana Society of Human Resource Management in Lafayette, Louisiana.
- Roberthon, M. A. (2018). *When the Dark Side Struggles to See the Light*. Imperial Calcasieu Human Resource Management Association 25<sup>th</sup> Annual Conference in Lake Charles, Louisiana.
- Roberthon, M. A. (2018). *Help me Help You: Time Management Strategies*. Professional Marketing Roundtable in Lafayette, Louisiana.
- Roberthon, M. A. (2018). *Cultural Awareness and the Lack Thereof*. University of Louisiana at Lafayette Society of Human Resource Management in Lafayette, Louisiana.
- Roberthon, M. A. (2018). *Hire A Team*. Start-up Launch Pad Teleconference.
- Roberthon, M. A. (2017). *Unlocking Your Leadership Potential*. The 705 Professional Networking Group in Lafayette, Louisiana
- Roberthon, M. A. (2016). *Strategic Decision Making & Problem Solving*. SQL Saturday Conference in Baton Rouge, Louisiana
- Roberthon, M. A. (2015). *Robert's Rules of Order*. Upsilon Chapter of Omega Phi Alpha Service Sorority in Lafayette, Louisiana.
- Roberthon, M. A. (2015). *The Power of Social Media*. Toast Master's Fall Conference in Lafayette, Louisiana.
- Roberthon, M. A. (2015). *Interviewing Skills*. Jeanerette Career Expo in Jeanerette, Louisiana.

## SELECT PUBLICATIONS

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- Roberthon, M. A. (2020). *Manage Well, Both Up & Down*. TD at Work, (September 2020, Issue 2009).
- Roberthon, M. A. (2015). *Growing Your Brand to Its Full Potential*. Unrivaled Magazine, (Fall/Winter 2015), pp. 20-21.

## ASSOCIATIONS/BOARD INVOLVEMENT/AWARDS

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- (2022) Leadership Lafayette Class XXXV
- (2022) Past President- Baton Rouge Chapter of the Association of Talent Development
- (2021) **Member, DEI Chair, Nominations Committee**- United Way of Acadiana
- (2021) **President** - Baton Rouge Chapter of the Association of Talent Development
- (2020) Top 20 Under 40, Lafayette, LA
- (2020-2021) **National Director of Chapter Operations** - Omega Phi Alpha National Service Sorority
- (2020, 2021) **Mentor** - The 705 Professionals Group
- (2020) **President-Elect** - Baton Rouge Chapter of the Association of Talent Development

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- (2018-2019) **VP of SIGs & GIGs** - Baton Rouge Chapter of the Association of Talent Development
  - (2016-2018) **Board Chair, Co-Chair, Member** - Families Helping Families of Acadiana
  - (2013-2014) **Career Readiness Instructor** - KYTE Program/South Louisiana Community College
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