



## Lynda Garcia

### Area of Practice

#### ***Vice President, Talent Development & Organizational Effectiveness***

As a member of the 1HR Leadership Team, I have the privilege of leading teams focused on leadership effectiveness and team member development.

#### **These include:**

- Learning and Development
- Organizational Development
- HR Metrics
- Team Member Resource Center
- AV Media/Patient TV teams

### Education and Experience

I have a Bachelor of Arts in Communication Studies and a Master of Business Administration in Management Science.

I have experience in different industries, including manufacturing, higher education, internet services, hospitality, and healthcare. I started my career as a Computer Software Trainer and then expanded into a focus on leadership development. I have learned that leaders across all industries face similar challenges and struggles although the servant leadership focus at TriHealth has been the most rewarding. Most recently, I have had the privilege of being honored as a finalist for the Cincinnati Business Courier Healthcare Heroes award for innovation, representing all the hard work being done by the Team Member Resource Center in providing support to our team members.

### How did you know you were ready to step into your current position?

As I was looking for my next step, finding an organization committed to leadership development and team member engagement was important—so TriHealth is the perfect fit! I was impressed with the programs already in place and the talented people on the team. Each step in your career requires you to think more broadly and I've been fortunate that my former roles prepared me well for this one. My own success is measured by the impact our programs have on the entire organization and leadership population while my team consults with departments and individuals. I really enjoy the challenges of thinking at the system level along with the opportunity to continue to develop and grow my own leaders and team members. The wonderful thing about a career in leadership development is that you get to “practice what you teach” every day. And every single day you are reminded that it's much harder in practice than it is on paper! I can't imagine a more rewarding career than impacting an organization by helping talented leaders get even better.