

NIKELLE S. INMAN

Fayetteville, NC
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Program Manager with 8 years of experience in Human Resources consulting and instruction in higher education, small businesses, and federally funded initiatives. Expert in crafting engaging onboarding experiences through both virtual and in-person facilitation. Collaborates effectively with cross-functional teams to develop and deliver content that ensures successful onboarding across departments. Proven track record in designing comprehensive onboarding programs that enhance employee experience and productivity. Exceptional communicator with a history of designing and implementing comprehensive onboarding programs for employees and volunteers participating in a \$1.7 million federally funded initiative focused on program culture, roles and responsibilities, and best practices for community engagement.

CORE COMPETENCIES

Onboarding Program Development
Facilitation and Training
Stakeholder Collaboration
Project Management
Evaluation and Improvement

Content Creation
Data Analysis and Reporting
Feedback Utilization
Employee Engagement
Mentorship and Coaching

PROFESSIONAL EXPERIENCE

Fayetteville Technical Community College, Fayetteville, NC
Human Resource Manager Instructor

October 2020- present

- Instructor of 9 undergraduate courses: design and deliver face-to-face, hybrid, virtual, synchronous, and asynchronous online courses for 450+ undergraduate students resulting in an 85% student success rate and a 25% increase in student engagement.
- Increased overall program enrollment by 30% by aligning course content with evolving HR industry trends
- Utilize feedback from students and industry professionals to continuously enhance course materials and learning and development processes, leading to a 20% increase in course effectiveness ratings.
- Facilitate workshops and training sessions for new instructors on effective online delivery methods, improving consistency and quality across various program areas by 25%.

Fayetteville Technical Community College, Fayetteville, NC
Success Coach

August 2019- October 2020

- Assisted faculty with Learning and Development in effective online delivery, college instruction, and creating content to successfully onboard first-year faculty, resulting in a 90% satisfaction rate from faculty members.
- Collaborated with subject matter experts to develop and implement specialized training programs for new faculty, contributing to a 25% increase in overall faculty retention and a 30% improvement in first-year faculty performance.
- Achieved a 90% satisfaction rate from faculty members for support and guidance in transitioning to online teaching, resulting in a 20% increase in student engagement and a 15% improvement in overall teaching effectiveness.

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- Provided one-on-one coaching and group training sessions to first-year faculty, resulting in a 35% increase in faculty engagement and satisfaction ratings.

Fayetteville State University, Fayetteville, NC
Talent Search and GEAR UP Site Coordinator

November 2016- July 2019

- Designed and facilitated a comprehensive onboarding program for new employees and volunteers, resulting in a 95% satisfaction rate and a 20% increase in new hire engagement survey scores.
- Managed the scheduling, logistics, and evaluation methods for the onboarding program, achieving a 15% improvement in stakeholder satisfaction and a 25% reduction in time-to-productivity.
- Conducted virtual and in-person New Employee Orientation (NEO) sessions, fostering a positive and inclusive experience for over 150 new hires annually.
- Collaborated with subject matter experts to enhance onboarding content, contributing to a 35% decrease in employee turnover.

Western Carolina University
Human Resources Consultant

August 2016- December 2018

- Collaborated with subject matter experts to develop and deliver training modules on health and safety, contributing to a 30% decrease in workplace incidents and a 40% improvement in employee compliance.
- Create role-specific training materials to educate employees on their duties and responsibilities, leading to a 20% increase in job performance and a 15% improvement in overall satisfaction.
- Developed engaging presentations and guides to assist trainers in delivering orientation sessions, enhancing trainer confidence and effectiveness by 25%.
- Created a comprehensive onboarding program and associated documentation to facilitate effective new employee orientation, improving onboarding efficiency by 30%.

EDUCATION

Western Carolina University, Cullowhee, NC
Master of Science in Human Resource Management

December 2018

Fayetteville State University, Fayetteville, NC.
Bachelor of Science in Psychology and a minor in Sociology

December 2012