

SAMONE FONTENOT, MBA

www.linkedin.com/in/samonefontenot-talentmanagement

210-842-9667

Houston, Tx

samone.fontenot@gmail.com

Professional Summary

Organizational Psychologist dedicated to enhancing talent development, learning, and workplace environments. I'm passionate about driving positive change, leveraging my expertise in talent management, training, and education to address workforce challenges while proactively identifying opportunities for growth and transformation.

Key Skills

Adult Learning Principles	Instructional Design & Facilitation
Stakeholder Collaboration	Virtual & In-Person Training Delivery
Training Program Evaluation	E-Learning Development (Articulate)
Performance & Needs Analysis	Leadership & Professional Development
DiSC, MBTI & Behavioral Assessments	DEI Training & Inclusive Learning Solutions

PROFESSIONAL EXPERIENCE

Career Readiness Instructor (Contract), 4 The Future Consulting Group 10/2024 – 12/2024

- Developed and implemented learning materials to strategically achieve employment goals as an instructor.
- Facilitated individual and group teaching sessions that covered courses using andragogy strategies with the support of technology.
- Monitored student progress, maintained accurate records and compiled reports on progress along with improvements.
- Engaged students by incorporating various forms of instruction such as experiential learning, collaborative and problem-based learning to meet learning styles of the learner.

Recruiter, All Temp Personnel Services 11/2022 – 01/2024

- Streamlined onboarding processes, set up interview scheduling, and job posting approvals to enhance pipeline visibility.
- Developed online and in-person talent acquisition strategies, driving a 30% increase in the qualified applicant pool.
- Coordinated 40 monthly candidate interviews and new hire orientation sessions, collaborating with hiring managers to improve the selection process.
- Organized eLearning programs for new hires, focusing on continuous improvement and skill development.

Wellness Consultant, YMCA 04/2017 – 04/2020

- Collaborated with wellness coaches to create process improvement policies for wellness program, building adaptability and interpersonal relationships.
- Coached small groups of wellness program participants to improve their health and develop intellectual property through engagement.
- Developed performance evaluation materials for community and members, which increased health screening participation and interest by 25%.
- Provided training on wellness performance standards, nutrition, and insurance policies to ensure compliance.

Personnel Service Representative, Neighborhood Centers

08/2015 – 08/2016

- Delivered interactive workshops and e-learning courses, to align with the Texas Workforce Commission initiative to support skill improvement.
- Facilitated monthly vocational trainings, public speaking sessions focused on employment support, workflows, mental health resources, and community engagements.
- Conducted needs assessments that supported career development plans, identified skill gaps and offered learning opportunities.
- Evaluated Texas Workforce Commission SCORM to report on training effectiveness, performance data, e-Learning completion and feedback.

Employment Specialist, The River City Group

04/2011 – 07/2015

- Partnered with HR and SME's to integrate learning solutions as a part of talent development.
- Coached company leadership on open mindedness for diverse audiences and creatively approaching project goals integrating ADA accommodations.
- Supportively facilitated new hire orientation, established business development, prioritized vocational needs and created inclusive organizational strategies for individual organizations.
- Coordinated Inclusion focused workshops and traveled to 120 client sites to mediate, improve employee experience, collaborating with SME's to address employment skill gaps.
- Performed specialized mental health assessments using MBTI and DiSC to evaluate best fitting role, projected role fit and expectations.

Support Teacher, Huntsville City School

08/2006 – 07/2010

- Supervised students in a fast pace, dynamic environment that required detailed lesson plans, and ensured a positive and safe learning environment.
- Provided feedback on student progress, learning gaps and maintained accurate records, addressing student needs.
- Partnered cross-functionally with other instructors to cover and meet state required learning initiatives during summer Camp Success (2009).

EDUCATION

Organizational Psychology & Development
Industrial & Organizational Psychology

American Intercontinental University
Oakwood University

TECHNICAL & TOOLS

Tools: Microsoft Office 365 (Word, PowerPoint, Excel, Outlook, Teams, SharePoint, Forms) UKG UltiPro, ICIMS, Salesforce, Monday, MBTI, DiSC, Articulate 360, Canva, Mind Meister

Continuous Learning: Workday, SAP SuccessFactors

CERTIFICATIONS

The Complete Instructional Designer Course — Udemy, 2024

Learning and Development Tools and Methods — Udemy, 2024

Designing an Effective Learning and Development Strategy — Udemy, 2024

Workday Basics and Beyond Basics — 2023

Change Management Foundation — LinkedIn Learning, 2023

Leading Your Team Through Change — LinkedIn Learning, 2023

Creating a High-Performance Culture — LinkedIn Learning, 2023

Ethics and Workplace Inclusion — University of North Texas, 2014