

PROFESSIONAL SUMMARY

Strategic CEO and visionary leader with over 15 years of experience in real estate investment, human capital development, organizational strategy, and social impact. Drawing from deep expertise in organizational development, I have a proven track record of transforming startups into statewide enterprises, managing a multi-million-dollar real estate portfolio, and guiding nonprofit and corporate entities through strategic planning and leadership development. Passionate about fostering a positive company culture, sustainability, and long-term community impact, which is carried out through my roles in mentorship, board governance, and entrepreneurship.

EDUCATION & TRAINING

(In progress) **Abilene Christian University**
Ed.D. in Organizational Leadership

2024 **Abilene Christian University**
M.S. in Organizational Development

1993 **Texas A&M University**
B.S. in Health Administration

Certifications:

Conflict Resolution & Mediation Certificate – **Abilene Christian University**
Leadership in Board Service – **Bush School, Texas A&M University**
Leadership Program – **Dallas Symphony Orchestra**
Leadership Certificate – **Occupational Safety and Health Administration (OSHA)**
Society for Human Resource Management (SHRM) – Member
Certified Texas Mediator – **Texas Mediator Credentialing Association (TMCA)**

PROFESSIONAL EXPERIENCE

- 2011 - Present **Chief Executive Officer (Founder)**
Bright Legacy Enterprises, LLC & Affiliates - Frisco, TX
Responsibilities:
- Built a multimillion-dollar real estate portfolio through targeted acquisitions and market analysis
 - Lead a team of realtors across Texas, achieving 100% tenant occupancy for three consecutive years
 - Oversee HR, employee training, marketing, and community engagement initiatives
 - Developed mentorship programs and business partnerships in each area served.
 - Spearheaded strategic business plans that doubled company growth in under 12 months
- 2021 - 2023 **Organization Development Consultant**
The Crown Within, Inc. 501(c)(3) - Houston, TX
Responsibilities:
- Conducted organizational needs assessments and designed strategic leadership development workshops
 - Improved morale and cross-department collaboration through targeted interventions and training
 - Demonstrate strong leadership skills to mobilize resources, build consensus, and advocate for the psychological needs of young girls in urban areas
- 2004 - 2006 **Consultant/ Relationship Manager**
Accord Human Resources - Dallas, TX
Responsibilities:
- Consulted with business owners and executives to assess HR and benefits needs, delivering tailored strategies that aligned with organizational goals

- Managed a portfolio of client accounts, fostering long-term relationships through proactive service, ongoing education, and strategic planning
- Provided guidance on benefits plan design, regulatory compliance, and cost-containment strategies, enhancing client satisfaction and retention
- Conducted data-driven analysis to evaluate workforce trends and benefit utilization, delivering insights that informed HR decision-making

2004 - 2006 **Senior Group Services Account Manager**
CIGNA – Houston, TX

Responsibilities:

- Managed a diverse portfolio of large employer groups, resulting in a 30% increase in book of business within the first year through strategic client relationship management and tailored solutions
- Spearheaded ancillary product sales and benefits education initiatives, driving cross-selling opportunities and improving client engagement
- Collaborated with cross-functional teams to deliver customized benefit strategies, streamline service delivery, and ensure client satisfaction

2004 - 2006 **HR Benefits Client Relationship Manager**
Administaff – Houston, TX

Responsibilities:

- Served as the account manager for a portfolio of small to mid-sized business clients, ensuring seamless delivery of HR and benefits services
- Advised clients on how to navigate and utilize health, dental, vision, life, and disability insurance options, ensuring compliance and alignment with business objectives
- Led open enrollment planning and execution, including employee communications, benefits education sessions, and issue resolution

BOARD LEADERSHIP & PHILANTHROPY

Present- **Board Member-** Pioneering Excellence, Inc.

Role: Essay Scholarship Committee Member & Black History Month Sponsor

Present- **Vice President** -The Crown Within, Inc.

Role: Provide governance recommendations; Supports programming for girls ages 9–17, focusing on equity in education, arts, and business

Present- **Board of Directors** -Dallas Black Dance Theatre

Role: Governance leadership; Has served as co-chair and as a Host Committee member for the annual fundraising event.

Present- **Representative At Large- Leadership Council-** The Association of Former Students, Texas A&M University

Role: attend Spring and Fall governance meetings; serves as an ambassador of The Association of Former Students initiatives and fundraising events; *served as* 12 Under 12 selection committee member.

Other Roles: **Endowed Century Club Scholarship Lifetime Member; Aggie Ring Endowed Scholarship Lifetime Member; Member of Black Former Student Constituent Network, Dallas Aggie Moms Club-Lifetime Member; Dallas A&M Club-Lifetime Member and Coaches Night Volunteer-Letterman’s Check-In; 2025 BFSN Aggie Impact Gala Honoree; Aggie Impact Gala business sponsor**

COMMUNITY INVOLVEMENT

North Texas & East Texas Food Banks – Donor & Volunteer

American Heart Association – Annual Donor

Kids Shouldn’t Have Cancer Foundation – Supporter

Dallas ISD & Houston ISD – School Supply Donor & Student Mentor

CORE COMPETENCIES

Organizational Leadership	Real Estate Acquisitions & Investment	Presentation Skills
Business Development & Strategic Planning	Human Resources & Talent Development	Project & Operations Management
Champion of Company Culture Practices	Nonprofit Governance & Philanthropy	Conflict Resolution & Mediation

TECHNICAL SKILLS

- Microsoft Office Suite, Excel, PowerPoint, Adobe
- Canva, Training Manual Development
- Strategic Communication & Presentation
- Data-driven Marketing & KPI Management

RESEARCH EXPERIENCE

Abilene Christian University | February 2024

“Effective Leadership for Harmony in Multi-Generational Teams: Bridging Communication Gaps and Conflicts”

- Completed extensive research and presented on the challenges caused by multigenerational differences.
- Collaboration with company leadership to assess culture and existing challenges.
- Provided theoretical and practical recommendations for leadership implementation.
- Investigated the impact of leadership proficiency in addressing problems arising from generational diversity.

RELEVANT COURSEWORK

M.S. in Organizational Development: Leading Organizational Change, Global Leadership: Leading in a Diverse Context, Training & Development, Capstone Seminar, Human Resources Management, Organizational Behavior, The Dynamics of Interpersonal Conflict, Negotiation: Principles & Practice, Mediation: Principles & Practice, Communication & Social/Political Theory, Managing Conflict in the Workplace, Ethics and Conflict Resolution

Ed.D. in Organizational Leadership: Introduction to Doctoral Studies, Research Methods, Theories & Practices of Effective Leadership, Self-Assessment in Leadership, Contemporary Issues in Organizational Leadership, Leadership in Diverse Contexts, Leading Organizational Change, Human Resource Development, Applied Research Problem, Organizational Assessment & Evaluation, Qualitative & Action Research Methods, Quantitative Analysis, Dissertation Prospectus Seminar I, Dissertation Prospectus Seminar II, Dissertation Research