

## Contact

[www.linkedin.com/in/lisette-geán-093987a](https://www.linkedin.com/in/lisette-geán-093987a) (LinkedIn)

## Top Skills

Public Administration

Organizational Change Agent

Policy/Program Development and Implementation

## Languages

Spanish

# Lisette Geán

Senior Advisor at US Department of Labor

Washington, District of Columbia, United States

## Experience

US Department of Labor

Senior Advisor

February 2021 - Present (2 years 9 months)

Working hand in hand with the agency Director and senior officials to implement strategies and inform new programs and guidance to achieve the priorities and mission of the organization and advance the new Administration's equity initiative. Providing advice on program performance management to assure the OFCCP operates at its optimum level. Creating opportunities for agency leaders and managers to strengthen their employee engagement to increase staff's productivity and motivation.

US Department of Labor OFCCP

Acting Deputy Director for National Operations / Chief of Staff

June 2019 - February 2021 (1 year 9 months)

As Acting Deputy Director of National Operations from December 2019 through March 2020, directed and managed the agency's national operations covering close to 100 employees across three divisions and the front office. Worked closely with the OFCCP Director to develop strategies to prevent discrimination in employment and facilitate proactive compliance with OFCCP regulations among federal contractors. Formulated and executed OFCCP's \$103 million budget, and served as the agency's deciding and settlement official in all EEO and labor management relations matters. Oversaw strategic planning and quarterly performance management, staff development and training, and stakeholder engagement – including the ombuds service.

As Chief of Staff from June 2019 through January 2021, worked hand in hand with the agency Director and senior officials to lead strategies to achieve the priorities and mission of the organization. The strategies included restructuring the workforce, preparing plans that assure the OFCCP operates at its optimum level, and developing or informing new programs and guidance to ensure enforcement and compliance assistance initiatives are successful. Created opportunities for agency leaders and managers to strengthen their leadership competencies, technical skills, and employee engagement to increase staff's productivity and motivation.

## U.S. Department of Labor

31 years

### Special Assistant

April 2014 - December 2019 (5 years 9 months)

Washington D.C. Metro Area

Worked hand in hand with the agency's Deputy Director to implement strategies to achieve organizational change. Created learning opportunities for leaders and front-line managers to strengthen their leadership competencies and technical skills to improve employee engagement and increase staff's productivity and motivation. Oversaw the agency's Freedom of Information Act program.

### Director, Office of Performance Planning

December 2011 - April 2014 (2 years 5 months)

Washington, District Of Columbia

Led and implemented the Department of Labor's performance management system, including strategic, operational, budget and performance planning, and evaluation. Provided leadership to the Department and its agencies in establishing and implementing strategic goals and objectives, ensuring these aligned with the mission and vision of the agency. Collaborated with internal and external stakeholders to lead organizational change and institutionalize performance management in the Department and promote evidence-based decision-making.

In 2013-2014, led the development of the Department of Labor's Strategic Plan for Fiscal Years 2014-2018.

### Program Analyst

July 2007 - December 2011 (4 years 6 months)

Washington, District of Columbia

### Workforce Development Specialist

March 2003 - July 2007 (4 years 5 months)

Washington, District of Columbia

### Regional Monitor Advocate/Program Lead

September 2000 - February 2003 (2 years 6 months)

Boston, Massachusetts

### EEO Specialist

June 1997 - September 2000 (3 years 4 months)

Chicago, Illinois

## Investigator

January 1989 - June 1997 (8 years 6 months)

Chicago, Illinois

## U.S. Senate

Congressional Fellow

January 1988 - June 1988 (6 months)

Washington, District of Columbia

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## Education

University of Illinois Chicago

Master's, Political Science