

Contact

www.linkedin.com/in/ventris-gibson-48b93b6 (LinkedIn)

Top Skills

Performance Management
Diversity & Inclusion
Leadership Development

Languages

English

Honors-Awards

Strategic Advisor to Government Executives
Distinguished Service Award
Administration Transition Team
President's Management Agenda
Meritorious Service Award

Ventris Gibson

Director, U.S. Mint / NAPA Fellow
Washington, District of Columbia, United States

Summary

In addition to my expertise in human resources management, I also serve as a motivational speaker in the areas of generational awareness, diversity and inclusion, communications, team building, executive accountability, human resources, leadership and organizational/political savvy.

Specialties: How to Avoid a Reduction In Force
Reshaping the Workforce Strategies
How to Navigate the Generational Maze
Leadership Dynamics
Diversity and Inclusion
HR Metrics and Strategic Planning
Performance Management
Mediation/Facilitation/Arbitration
EEO/Administrative Investigations

Experience

United States Mint

2 years 1 month

Director

June 2022 - Present (1 year 5 months)

United States

Acting Director/Deputy Director

October 2021 - June 2022 (9 months)

United States

District of Columbia Department of Human Resources

Director

August 2015 - October 2021 (6 years 3 months)

Washington, DC

Serve as a cabinet level appointee responsible for leading the District's human capital program. This includes providing policy and program administration

that impacts nearly 35,000 employees that serve the 650,000 residents of the District of Columbia.

Partnership for Public Service

SAGE

August 2011 - August 2021 (10 years 1 month)

United States

Provide advisory service to Federal Chief Human Resources Officers

U.S. Department of Health and Human Services

Associate Deputy Assistant Secretary for Human Resources

May 2014 - 2015 (1 year)

Washington, DC

Serve as the Deputy Chief Human Capital Officer at this cabinet-level agency of 90,000 employees. Responsible for the development, articulation and delivery of agency-wide human resources policies, plans and programs.

National Labor Relations Board

1 year 5 months

Director of Administration

December 2013 - May 2014 (6 months)

Washington, DC

Direct the Board's national human resources management, employee learning and development, safety, security, and facilities management programs, policies and procedures.

Acting Chief Human Capital Officer

January 2013 - December 2013 (1 year)

Washington, DC

Direct the Board's national human resources management programs, policies and procedures.

The North Highland Company

Executive Consultant

January 2012 - January 2013 (1 year 1 month)

Serve as an executive consultant on Federal Human Capital and Federal Human Resources programs, policies, procedures, and business intelligence

Federal Aviation Administration

Assistant Administrator for HR

November 2003 - December 2010 (7 years 2 months)

Chief Human Capital Officer - Administered a national human resources management program through 650 employees, a \$108 million dollar operating budget, and learning and development programs for employees, managers and executives

Department of Veterans Affairs

7 years 6 months

Deputy Assistant Secretary for Human Resources Management
February 1998 - November 2003 (5 years 10 months)

Directed the Department's human resources management program that affected nearly 230,000 employees

Director, Office of Human Resources Management

June 1996 - January 1998 (1 year 8 months)

Washington, DC

Provided oversight of the Veterans Benefits Administration Human Resources Management program from entry to executive levels for nearly 13,000 employees.

Education

Federal Executive Institute

Certification, Leadership in a Democratic Society · (2000 - 2000)

St. James Biblical Institute

Theology/Theological Studies · (1992 - 1993)

University of Maryland University College

Business Administration and Management, General · (1980 - 1986)